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Danburg, Saul

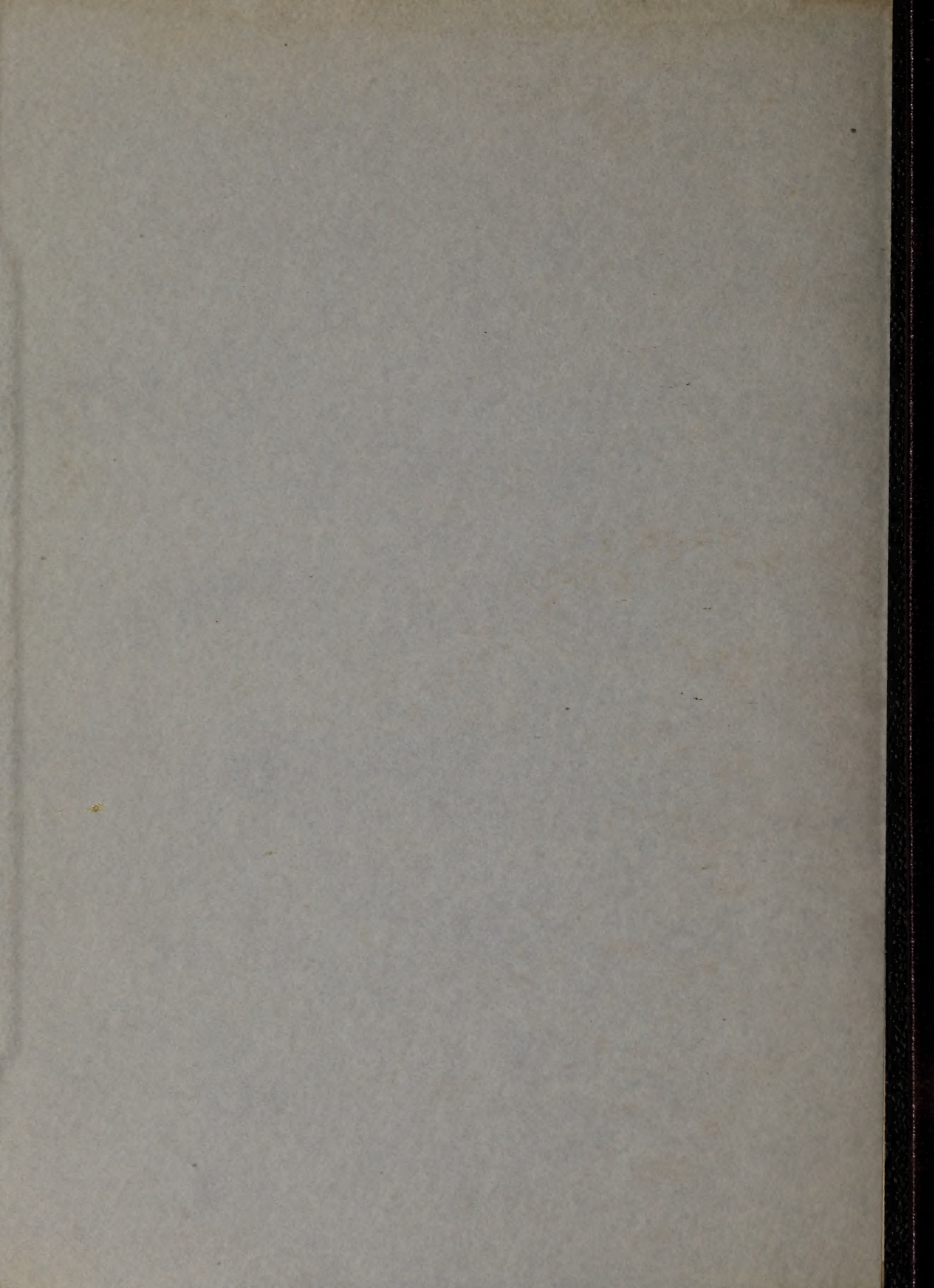


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Thesis

THE LABOR UNION IN THE LADIES' GARMENT INDUSTRY

D. Seasonal Unemployment by

E. The Industry Saul Danburg

(B.S. in Ed., Boston University, 1935)

submitted in partial fulfillment of the

requirements for the degree of

1. Early Master of Arts

C. Protocol 1936

1. "Maurice" Affair

D. Post Protocol Data

1. War-time prosperity
 2. Depression following War-time Boom
 3. Internal Strife
 4. Rehabilitation

E. The International and the NRA

1. Gain in Power
 2. NRA goes out of Existence

4. Appendix

THE TARIFF UNION IN THE EAST

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INTRODUCTION

As the nation's garment industry developed, various evils arose. These evils resulted in more attempts to unionize the industry, so that the worker in the garment industry could obtain the workshop and raise his very low standard of living. The plight of the worker was very bad indeed, labor being exploited to an unbearable degree. However, the development of the International Ladies' Garment Workers' Union tended to better the worker greatly. "Without the International Ladies' Garment Workers' Union, the laborer would have been a slave."

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The purpose of this thesis is to show how the International developed, how it fought for existence so that it might gain a foothold in order to unionize those forces, which were reducing the workers to a position of industrial slavery, and to demonstrate what a progressive union could do to better workers economically, as well as sociologically. It is also to show that the International is one of the most, if not the most, progressive labor union in the United States. Since this is a well-known fact, there are very few other organizations, if any, that I believe can be taken as a

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Through the medium of research, by gathering materials, intensive study, and interviews, I have been able to compile the text. Inasmuch as the International is centered mainly around the developments within the city of New York, I have also based this work around New York City. But, since I was able to observe the situation in Boston very easily, I have referred here and there to Boston.

I am deeply grateful to those who devoted time and energy in advising and helping me. I am deeply indebted to Fannia M. Cohn, Secretary of the International's Educational Department, who unsparingly gave to me her time and materials. I wish to thank Professor MacPherrin H. Donaldson who advised me and set me upon the right path of procedure. I also wish to acknowledge my debt of gratitude to those people in Boston who are affiliated with the Union for their courtesy and helpfulness in making available to me their records and files.

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CHAPTER I

THE DEVELOPMENT AND CONDITIONS OF THE LADIES' GARMENT INDUSTRY

The making of women's clothing has not always been a workshop industry. The industry, like most others, has gone through various stages of development. Women's clothing, in the earliest days of American history, was made in the household. The different processes employed in their manufacture, such as weaving, spinning, fitting, cutting, and sewing, were done by the women in the house. However, not all the clothes used in America were made in the American home, for the wealthier and aristocratic classes imported their clothing from Europe, thus developing the forerunner of the ready-made clothing industry in the United States. The household method was a system of production for family use, since those people who made the garments were not intent upon selling, but upon using them within their own particular family or group.

In the latter part of the eighteenth and in the beginning of the nineteenth centuries, the industry became specialized, as the household stage gave way to the ladies' tailor, and the custom tailoring shop for women appeared as the center of manufacture. The garments produced in these specialized tailoring shops were not ready-made, but custom made, that is, the garments were made to order for the individual. The same processes of production employed in the homes, from fitting to sewing, were used in the shops, with

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vidual. The same processes of production employed in the homes, from knitting to sewing, were used in the shops, with

the exception of weaving and spinning, which, at this time, became a great specialized industry in New England.

Elias Howe, through his invention of the sewing machine in 1846, revolutionized the whole garment industry. Heretofore, ready-made clothing was not known, with the possible exception of that clothing which had been imported for the wealthy. But, with the advent of the sewing machine, which greatly increased the powers of production, the manufacture of ready-made clothing for women became a permanent fixture.

Emigration to the gold fields of California, and the development of the railroads, turnpikes, and steamboats stimulated the industry to great heights, because the demand for ready-made clothing in the South and West could easily be answered by taking advantage of the accessibility which the new transportation facilities afforded these regions. Added stimulation to the industry was due to the change of style in women's clothing. Previously, shawls and kerchiefs had been in vogue, but the fashionable world discarded these and adopted instead the cloak and mantilla, which were produced by the clothing manufacturers.

The industry now entered a new field--ready-made clothing, which resulted in a change from the custom tailoring shop to the factory system. The factory system developed in two channels--the "inside shop" and the "outside shop". In the "inside shop" the garment was made completely from beginning to end and then sold to the dealer. The owners of these

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"inside shops" were the large manufacturers in whose hands the industry was centered. The "outside shop" was a parasite on the industry, since it depended upon the "inside shop" for its work. The "outside shop" owner took his work from the former and contracted to make up clothing at so much per garment. The contractor was a middle man, for his profit was made by paying the workmen less for the garments than he himself received.¹

At this point of development in the women's clothing industry* the various characteristic evils which were dominant came to the fore. The sole interest of the garment producer was to make as great a profit as possible by producing goods at the cheapest possible price and selling at the highest possible price.² To accomplish this, cheap labor, low rents, and low expenses were necessary. As a result "sweatshops" sprang up, due to the fact that a low rental basis provided poor working quarters, cheap labor made low wages necessary, and low expenses made poor conditions inevitable. Working conditions were bad. In Boston, where conditions were better than in any other city, such evils as lack of ventilation, space, and toilet systems prevailed. "The shops were located on the upper floors and were packed so densely that the girls could scarcely move from their chairs; they had no

1. Budish and Soule, New Unionism, p. 25

* In the two decades after the Civil War.

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ventilation except from the windows at one end of the room, and many of the windows at this one end could not be opened at all. More than half of the shops had no toilet facilities and no drinking water."³

Employees received as little as \$1.50 per week, and the working day was of ten hours duration. The workers were paid according to the amount of work they produced, under a system known as "piece work". In order to earn more money, the girls took some work home and sewed from two to three hours in the evening. Wages were so poor that many girls turned to prostitution in order to avoid starvation.⁴ If conditions were best in Boston and situations such as these prevailed, one does not need a vivid imagination to perceived the conditions in the industry in other cities.

The garment producer at first made his own goods. Later he established a warehouse where he cut the goods and then sent them out to be sewn and finished by individuals at home or in "outside shops", which became known as the contractors. This was due to the seasonal work of the industry. Large orders for women's clothing came at two times during the year--the spring and fall, and production for these two seasons was maintained at great speed for a period of two or three months. The manufacturer, either because he was unable to fill orders with his own facilities or because it was cheaper to send to

3. Budish and Soule, New Unionism, p. 25.

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the contractor, sent goods out to be made up, and, as a result, the contracting system, the greatest evil in the ladies' garment industry, sprang up.

Conditions in the shops of the "inside" manufacturer were at the time very good in comparison with conditions in the contracting shops. The poor conditions in the contractors' shop were due mostly to the "inside" manufacturer, who contracted with the one who offered the cheapest possible price to make the garment. As a result the "inside" manufacturer found it cheaper to send his goods out, and many of them finally gave their shops up altogether and sent their orders out to be made. This made conditions bad throughout the industry, for there were fewer "inside shops".

The contracting system flourished because of the technical and business conditions of the industry. The sewing machine was cheap and small, and could be installed in the room of a tenement house, cellar, loft, or barn.⁵ The contractor installed the machine in his home or in a loft, and herded together cheap labor, mainly immigrants, who, upon their arrival to this country, hardly knew "what it was all about." The jobber-merchant, who sent the goods out to the contractor, took advantage of this cheap method of production and encouraged the system. In this manner many contracting shops were born. The greater the number of contractors, the

5. Louis Levine, Women's Garment Workers, p. 15

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better it was for the big clothing men, since the competition and "throat cutting" which prevailed made garment prices very cheap and increased the profit of the jobber. The contracting system may have been a "God-send" to the jobber, but "for the workers, it was Hell itself. More contractors meant lower wages, longer hours, more merciless driving and greater misery."⁶

The evils that persisted in the contracting shop, disregarding improper sanitation, ventilation, and location, were that the workers, out of their meager pay, were forced to buy their own thread and needles, to pay for certain privileges, such as getting into the shop, and in many cases they had to buy their own sewing machines.

Sweatshop

Under the contracting system, the greatest evil in modern industry--the sweatshop--prevailed. Lack of sanitary conditions, excessive hours, and very low wages are its characteristics. "The shops were generally located in tenement houses. As a rule, one of the rooms of the flat in which the contractor lived was used as a working place. Sometimes work would be carried on all over the place, in the bedroom as well as in the kitchen."⁷ Conditions in the homes themselves were very bad, as they were already overcrowded by family members and boarders when the workshops became a part of them.

6. I.L.G.W.U., Story of the I.L.G.W.U., p. 22

7. Louis Levine, Women's Garment Workers, p. 18

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It is unbearable even to think of the filth, vermin, bad air, and unclean surroundings which were part of the institution. "Here were evident all the worst evils of competition under private enterprise. Words like unemployment, contractor, and sweatshop are symbols which carry to the reader little but a formalized intellectual concept of industrial problems. What they mean in the lives of hundreds of thousands, year after weary year, escapes our imagination. They really mean the tenements of New York at their squalid and ugly worst; they mean tuberculosis, curved spines, hollow eyes, premature death after an unfulfilled life, sickly children and a stunted race. The important thing to remember is that the problems of the clothing industry have not been simply industrial problems or abstract problems of labor organization, but problems of human life, involving the entire existence of enough people to inhabit a small nation."⁸

The contracting system is, in my opinion, the direct cause of the development of unionism in the ladies' garment industry. The sweatshop and its conditions were the immediate results of the system, and no other factor was more instrumental in the development of unionism than the sweatshop.

Seasonal Unemployment

Seasonal unemployment is the great economic shortcoming of the garment trades. This is also found in other indus-

8. Budish and Soule, New Unionism, p. 43

It is undoubtedly even to those of the United States, and also
and those countries which were part of the institution.
There were evidence all the more: with of cooperation under
private enterprise. With the passage of time, however, and
evidence are evidence which carry to the present time but a
profoundly intellectual sense of intellectual progress, that
they were in the lives of hundreds of thousands, years after
centuries, centuries and generations. They passed from the
remembrance of the past to their present and only recent past
from the past, from the past, from the past, from the past
to the present in the present life, in the present and a present
as such. The important thing to remember is that the present
is at the present time have not been simply intellectual
progress or material progress of labor organization, but
progress of human life, involving the entire existence of
great people to include a small nation.
The important system is, in its nature, the direct
cause of the development of nations in the present century
industry. The new order and the conditions were the result
are results of the type, and no other factor was more in-
strumental in the development of nations than the present.

General Employment

General employment in the great economic movement
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In the manufacture of ladies' clothing there are two lengthy seasons: first, from about January to Easter, when the spring models are made, and secondly, from about August to Christmas when the fall and winter styles are manufactured. In between these two seasons, there are a few weeks of work which are devoted to the manufacture of summer clothing, which is comparatively small in productivity.

Seasonal unemployment has been reduced somewhat, due to the fact that fashions are not wholly developed in Paris now, but are designed by Americans who create "Paris Styles". As a result, the manufacturer does not have to wait until these styles arrive from Paris. This effected a slight lengthening in the season, as samples of new styles were made earlier. In a recent survey that I made in Boston, I found that out of 100 workers, the average full-time work during a year is 33 weeks, part-time work, 16 weeks, and for 3 weeks during the year, the workers had no work whatsoever.

The seasonal fluctuations would be very easy to handle by distributing the work equally throughout the year. But, unfortunately, this cannot be done, for in the women's garment industry fashions and styles change overnight and there are no staple models. The manufacturers cannot start work

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The seasonal fluctuations would be very easy to handle by distributing the work equally throughout the year. But, unfortunately, this cannot be done, for in the women's garment industry fashions and styles change overnight and there are no staple models. The manufacturers cannot start work

until the dealer finds out which are the styles that will sell well. Since the orders from the retailers all come in at about the same time, the manufacturer is overtaxed with work and must push the orders through, thus during some parts there is too much work and during other parts of the year there is little or no work at all. The orders from the retailer delay production, for the manufacturer has no outlet until the dealer starts to buy. This retards the manufacturer and causes seasonal unemployment, since the worker can do nothing until the orders arrive.

Workers suffer, year after year, by enduring long hours and rush work in the busy season, and semi-starvation during slack times.

The Industry Today

At the beginning of the twentieth century the contracting system began to decline, because of a change in the nature of the industry and the method of selling products. There developed the large "inside" factories, effected by the large demand for dresses, waists, and undergarments, which were much easier and cheaper to make under one roof, than by farming out to the contractors. Clothiers now sold their products by mail or catalogue, or by the brief visits which customers made to the manufacturing center. For many years the "inside shop" was dominant.

Recently, however, there has been a change back to the contracting system. "The germ of the contracting disease is

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contracting system. "The germ of the contracting disease is

deeply embedded in the body of the women's garment industry."⁹ The reason for this latest change is that the machinery involved in the manufacture of women's clothing is very inexpensive. The sewing machines, cutting knives, and pressing machines cost little. After the war a great many shops began to appear, but the demand for clothing did not increase. Consequently, competition became very severe. In an attempt to crowd out competitors, each garment manufacturer began to devise new styles and new ideas. This caused a change in the manner of marketing. Instead of sending for the quantity orders of various garments whose style and quality were usually fixed at the beginning of the season, wealthy buyers now came to the clothing center and bought as many garments as they needed from the styles which were on the racks. These orders were placed and had to be filled quickly, before the styles became outmoded. The jobber became the important man, since he kept all the styles on his racks. The small manufacturer was cut off from direct contact with the market. He could only get work which was sent to him by the jobber, who had contact with the buyer. This resulted in the system of sub-manufacturing, or contracting, which thrives today.

The industry, as it is now, is divided into three classes: first, the "inside manufacturer", who maintains regular inside shops which produce and market a finished product just as any factory does; second, the jobbers, who do not maintain

9. I.L.G.W.U., Story of the I.L.G.W.U., p. 24

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any shops at all, but purchase material and distribute their work to a number of sub-manufacturers; and thirdly, the sub-manufacturers, who maintain no contact with the retail trade, but have small shops with a few machines, thus acting in the capacity of petty foremen for the jobbers rather than as independent employers.¹⁰

This system has more or less brought the industry back to the days of the evil contracting system and, at present, is the major problem of the International Ladies' Garment Workers' Union.

10. The Left Wing in the Garment Union, issued by Joint Board, p. 7

The early attempts at unionization were due to the conditions, since each movement was a revolt against existing conditions, which, as I have mentioned previously, were caused by the contracting system. The first attempt for unity by the workers was under the helping hand of the Knights of Labor in 1880, but the movement was not successful. However, in 1882 the Knights of Labor again lent support to an attempt at shop organization, but to no avail. In July, 1883, a number of inside shops struck and were victorious against the employers. The Knights of Labor were instrumental in forming the Dress and Cloakmakers' Union. This union did not last very long.

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1. Abraham Cahan, May, 1919

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CHAPTER II

THE DEVELOPMENT OF UNIONISM IN THE INDUSTRY

The early days of unionism in the industry are best portrayed in the words of Abraham Cahan, Editor of the Jewish Daily Forward. "In those days when our movement gave birth to a child, somehow or other the child did not live. No sooner was it born than it died, and then a new child would have to be born and the same thing would occur. But now the situation has entirely changed. The children are beginning to thrive."¹ From 1880 to 1900, unionism thrived in this manner. An organization arose, lasted a short time, and then became extinct.

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separate charter to the cutters in the cloak and suit shops, the latter becoming known as the United Cloak and Suit Cutters Association. This was the first distinct craft union in the industry. Attempts at organization in other cities all met with failure.

In 1885-1886 many organizations appeared as union organization was carried from the "inside" to the "outside shop". The strikes in the "outside shops" involved the immigrants in the sweatshop. On August 15, 1885, a general strike in the industry was called by the Dress and Cloakmakers' Union, and in 1886 another strike was called by the Dress and Cloakmakers' Union, the Independent Cloak Operators' Union, and the Independent Cloak Pressers' Union, but it failed. Unions sprang up with each strike, but at the end of the strike, they fell away. Shop strikes were common occurrences in all women's garment centers, but all efforts at permanent organization failed.²

Unions began to arise in all the clothing centers of the country--Boston, New York, Chicago, Philadelphia, and Baltimore. When prosperity reached the garment industry in 1890, the workers struck for higher prices, turning to the existing unions for help and joining them en masse. The strike in New York was won, and the employers recognized the union. Recognition was also given to the unions in Boston, Chicago, Philadelphia, and Baltimore. But in Boston, the Boston Cloakmakers'

2. Louis Levine, Women's Garment Workers, P. 32-33

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Protective Union struck again, and lost through arbitration. In New York and other cities there were similar occurrences, where new strikes were being lost. There was a great uprising in New York after a lockout, preceded by a great deal of trouble. After a period of suffering and strife, an agreement was made and a settlement was concluded.

In Boston the Protective Union dissolved in 1891, after the losing strike, but was reorganized in 1892.

"The first real Cloakmakers' Union was organized in New York during 1889-1890."³ About 3000 workers, who were engaged in individual shop strikes, were united into one organization with headquarters at 92 Hester Street on the East Side of New York. A united strike ended in victory and union recognition, this remarkable success being largely due to the fact that Meyer Jonasson, the largest cloakmaker in the country appeared at union headquarters and signed the agreement with the workers. This union was called Operators' and Cloakmakers' Union #1. By May, 1890, there were more than 3000 members.⁴

The cloakmakers and cutters signed a cooperative alliance, and in May, 1890, when the employers called a lockout of all union members because they wanted to suppress a "new and permanent workers' power," the cutters, who were the most skilled in the trade cooperated and struck with the less skilled workers, for the first time. All skilled workers were

3. Jack Hardy, The Clothing Workers, p. 22

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The cloakmakers were now becoming entangled in factional disagreements between the new group--the American Federation of Labor, and the old group--the Knights of Labor, and between the Socialists and the Anarchists. "This tended to hinder and forestall national organization, but through all the vicissitudes of the period, organization in one form or another was maintained."⁵

The International Cloakmakers' Union of America was organized in May, 1892 by representatives from Boston, New York, Philadelphia, Baltimore, and Chicago. It existed side by side with rival organizations until it, too, went out of existence in September, 1895, rent asunder by the combined forces of factional struggle and economic unrest.

Its immediate successor was the United Brotherhood of Cloakmakers' Union of New York and vicinity, which was organized in September, 1896 under the influence of the newly formed Social Democracy of America. In October, 1896 there were 28 members, and in 1898 there were 10,000. By 1900,

5. Jack Hardy, The Clothing Workers, p. 23

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however, its strength ebbed because of a severe depression, plus factional difficulties between followers of Social Democracy of America and the Socialist Labor Party. The United Brotherhood was the first to introduce the idea of shop meetings of employers and "shop delegates" to represent the workers. Although it was very progressive in many respects, the Brotherhood never advanced beyond the policy of individual agreements with individual employers.

"The history of the individual union before 1900 is therefore the history of scattered and mostly unsuccessful, though persistent, efforts. Like all small and ephemeral bodies, they never developed a consistent policy and were often at odds with each other."⁶

The International Ladies' Garment Workers' Union

In many centers of the garment industry local unions thrived on an unorganized basis. An attempt was made to organize them into a national organization, but petty jealousies and political differences hindered the movement. From 1898-1900, however, the Socialists were losing power and "those who had the cause of unionism at heart decided that the time had come for a new effort on a broader basis."⁷

On March 11, 1900 the few remaining members of the United Brotherhood called a convention of all the workers in the trades, to be held on June 3, 1900 at the Labor Lyceum in New

6. Budish and Soule, New Unionism, p. 71

7. Louis Levine, Women's Garment Trades, p. 102

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York City, for the purpose of organizing a powerful national organization. There were delegates from New York, Philadelphia, Baltimore, Newark, and Brownsville. These delegates voted to establish a national labor organization in the industry and named it the International Ladies' Garment Workers' Union.* The following officers were elected: Herman Grossman--President, and Bernard Braff--General Secretary-Treasurer, and a General Executive Board. They adopted a Socialist constitution and the union label as their major policy. Each local union that was present was assessed ten cents in order to create a fund for organization purposes. The income of the International was to be derived from a per capita tax of one cent per week from each member of the union.

In the process of organization, the leaders were inspired to create something that they could use in combatting the employers. "They had seen strikes broken because the 'boss' sent work out of town, or brought in strike breakers from other cities. They therefore agreed to build a united organization including as many cities as they could reach. They had seen Jew played against Italian, and Yankee against foreigner, for the benefit of the 'bosses'. Consequently they agreed to organize a union which would include all workers, regardless of color, race, or creed. They themselves had felt the prick of hunger on the picket lines, so they agreed to

* I will hereafter refer to the International, or ILGWU, or the Union.

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Union. The following officers were elected: President, Rose
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McLeod Bethune; and Executive Board, Mary McLeod Bethune,
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build a great fund for financial assistance in strikes."⁸ To this very day, the principles of the International are centered around these old problems.

On June 23, 1900 the American Federation of Labor granted a charter to the organization. Although it has been affiliated with the Federation ever since, it has often disapproved of the policies of the A.F. of L. officials. This was inevitable as the Union was under a Socialist constitution and was Socialist in nature. As the first five years went by, the Union became one of the radical organizations which formed a minority in the American Federation. So radical was the International in its early years that individuals in the Republican and Democratic parties were not allowed to speak at the Convention of 1902.⁹

From 1900-1907 the ILGWU struggled along vainly trying to establish the union label. It relied for direct gains only on the most powerful of union weapons--the strike against individual manufacturers at the beginning of the busy season. They were handicapped by the fact that they had no organizers except the regular union officials. The Union lived from hand to mouth, and many times almost became extinct.

These were the underlying conditions in their attempt to establish the label and smash the sweatshop. The Union fought

8. I.L.G.W.U., Story of I.L.G.W.U., p. 8

9. Convention of 1902, Proceedings, p. 24, and Louis Levine, Women's Garment Workers, p. 109

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for a firm foothold, and, after a short period of hardship, it began to grow. By 1904 there were 66 locals, which represented 27 cities and towns, in 15 states and in Canada.

From 1900-1904 there was a great deal of progress, but from 1904-1906 trouble arose. It was a reactionary period. There was a great economic depression, and many employers cancelled the agreements. Strikes broke out everywhere. In 1905 the Boston locals all "died". The International was losing power, and many, both rank and file and officials, wanted to combine with the United Garment Workers, but the United refused to consider plans for amalgamation. An attempt made by a few to dissolve the organization legally resulted in failure.

The Industrial Workers of the World, who were "running amuck" in labor circles all over the country during this period, rapidly gained power in the women's garment trades by organizing union branches. It drew most of its members from the International. It also succeeded in unionizing many who had not or did not want to be unionized. The I.W.W. was both a hindrance and a "godsend" to the I.L.G.W.U. It was a hindrance because it sapped members from its ranks and retarded its growth, and a "godsend" because it brought in a spirit of militarism and a new faith in unionism which helped to rejuvenate the International when it almost became extinct.

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ers*, led by Russian refugees of the 1905 Revolution, went out on strike for nine weeks and won all their demands. They showed such determination and spirit that all of the other workers were imbued with new interest and courage. "Although the financial panic of 1907 severely affected industry and threatened the union with extinction, the stimulation of this success endowed it with new resolution; the members held together and soon undertook a great organizing campaign. With the recovery of business in 1908 and the rapid expansion of the women's ready-made clothing industry, the union grew quickly."¹⁰

The second event was the general strike of the Cloakmakers in Boston. The general strike grew out of a shopstrike in the factory of Shapiro and Company, which employed approximately 75 people. During this strike Shapiro and 14 others formed a manufacturers' association to combat the union. (I have been told that Shapiro, in his many years as a manufacturer, until 1931, has been the hardest man for the Union to deal with in Boston. He was the cause of many strikes and fought the Union harder than any other man.¹¹) The association discharged some active union men and blacklisted many others. As a result, the local unions in Boston called several shops out on strike, and agitation for a general strike

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10. Budish and Soule, New Unionism, p. 81-82

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10. Graham and Smith, New England, p. 81-82.
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On March 25, 1907, against the orders of John Dyche, Executive Secretary of the International, a general strike in Boston was called. Three local unions, the Boston Pressers' Union, Local 12, the Boston Shirt and Cloakmakers' Union, Local 13, and the Boston Cloak and Suit Cutters' Union, Local 26, were involved. The walkout included 2,000 workers, who demanded a fifty-hour week and full recognition of the union.

The small employers accepted terms, signed agreements, and deposited cash securities to guarantee the terms, but the Manufacturers' Association refused to recognize the Union. The Massachusetts Board of Arbitration made an unsuccessful attempt to settle the dispute.

The Convention of the ILGWU in New York in 1907 expressed its "admiration for the unparalleled heroism" of Boston strikers and voted them two hundred dollars for the general defense fund. After a few months' struggle the strike was lost, because of injunctions obtained by employers against union leaders. This strike had a twofold significance, even though it was unsuccessful. It helped to rejuvenate the International by instilling a new spirit within all its members, and it brought into contact with the industry men like Louis Brandeis, who later played decisive parts in the shaping of its destinies.¹²

12. Louis Levine, Women's Garment Workers, p. 128

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On March 23, 1907, against the orders of John Lynch, Executive Secretary of the International, a general strike in Boston was called. Three local unions, the Boston Pressers' Union, Local 12, the Boston Shirt and Cloakmakers' Union, Local 13, and the Boston Clock and Suit Cutters' Union, Local 14, were involved. The walkout included 2,000 workers, who demanded a fifty-hour week and full recognition of the union. The small employers accepted terms, signed agreements, and deposited cash securities to guarantee the terms, but the Manufacturers' Association refused to recognize the Union. The Massachusetts Board of Arbitration made an unsuccessful attempt to settle the dispute.

The Convention of the ILGWU in New York in 1907 expressed its "admiration for the unparalleled heroism" of Boston strikers and voted them two hundred dollars for the general defense fund. After a few months' struggle the strike was lost, because of injunctions obtained by employers against union leaders. This strike had a twofold significance, even though it was unsuccessful. It helped to rejuvenate the International by instilling a new spirit within all its members, and it brought into contact with the industry men like Louis Brandeis, who later played decisive parts in the shaping of its destinies.

Although these two strikes lifted the morale of the International, it was still in a precarious stage in 1908. Conditions were so bad that, for a short time, the International could not pay its office rent. However, in November, 1909, there was a great renaissance. A general strike was called by the Shirtwaist Makers, Local 25 of New York City, and within a few days 20,000 were out on strike, 80% of the strikers being women. Only 3,000 were expected to respond, but six times as many answered the call. This strike is known in the International's history as "The Uprising of the 20,000." No such strike of women was ever thought possible, since they are very hard to organize. Five hundred shops were affected by the mass picketing which prevailed. This strike is particularly remarkable in its achievement, in that the workers won their demands in spite of their inadequate preparations and financial bankruptcy. It is very significant because this strike resulted in the International Ladies' Garment Workers' Union becoming a permanent force.

Not only was the strike a turning point in the history of the International, but it is one of the epics of the American Labor Movement. The workers picketed daily despite the rain, cold, sleet, snow, sluggings, arrests, jailings, and fines. Public sympathy, which was greatly in favor of the strikers, gave them moral and financial support. The Union emerged from the strike with approximately 12,000 members.

The uprising of the waistmakers was the forerunner of an

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even greater struggle. In 1910 there was a great mass uprising of the cloakmakers in New York against the sweatshop and sub-contracting system. This is known as the "Great Revolt" of 1910. It was the greatest outpouring of workers that any trade had yet seen--70,000 strong. The strike was finally settled after a great deal of rioting against both employers and union officials, who were favoring a new proposal known as the preferential shop*, the latter being introduced by Louis D. Brandeis. One result of the settlement was collective bargaining. The workers no longer had to fear the employers when bargaining over wages or hours, since they could bargain collectively through their union. Abuses and petty fines by the employers were wiped out. The workers were now to receive weekly payments instead of getting their wages whenever the employer decided to pay them. They, as members of the Union, were given preference to jobs in the shops (preferential shops), and they were given the legal holidays with full pay.

The union had grown strong enough to demand recognition from the employer. Collective bargaining took a great step forward in the so-called "Protocol of Peace". Arbitration machinery was set up for dealing with disputes and for avoiding strikes. "For the first time in the history of the industry a collective agreement had been signed between the union

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and the employers' association, whose members controlled the major portion of the trade and about 60% of the workers in the trade in New York. It was felt that with the signing of this agreement, the period of 'seasonal' strikes and 'seasonal' unionism had come to an end, and that not only the Cloak-makers' Union, but the International as well was coming into a new and longer life."¹³

The Protocol

The protocol was an agreement between union and employers, but differed from the ordinary agreement insofar as it had no time limit, but was subject to abrogation at any time either by the employers or the union. The main principle of the Protocol of Peace was as follows: "Pending the settlement of a dispute between the union and the manufacturers' association, there should be no lockout or strike."¹⁴

Besides immediate material gains, the document contained general provisions of much greater import in their ultimate consequences. These were the provisions for the "Preferential Union Shop," Joint Board of Sanitary Control, Permanent Board of Arbitration, Board of Grievances, and the prohibition of strikes and lockouts during the life of the agreement.¹⁵

All minor disputes were brought to the Committee on Grievances which consisted of five representatives of the

13. Louis Levine, Women's Garment Workers, p. 195

14. Fannia Cohn (her personal notes)

15. J.H. Cohen, Law and Order in Industry, p. 32-33

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The Joint Board of Sanitary Control was composed of representatives of the three parties of industry--the union, the employers' association, and the public. Its function was to control the sanitary conditions in the shops. Dr. George M. Price was Director of the Board.

This Protocol, as I have previously stated, was the direct result of the Cloakmakers' strike in 1910. Before this time, much trouble occurred because the union did not trust the employers and they, in turn, did not trust the union. But, after a great deal of mediation, Brandeis was most instrumental in creating the protocol, which was put into effect on September 2, 1910. This Protocol was the governing instrument of the industry until May 17, 1915.

At first it was only effective in the cloak and suit shops, but in 1913 protocolism spread to the other trades in the garment industry, such as the waistmakers, the dressmakers, and the white good workers. On March 15, 1913 it reached Boston.* Successful strikes extended the jurisdiction of the protocol to the most important women's trades in

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the ILGWU. This affected approximately 60,000 more workers. Of these 3,000 were in the waist and dress trade in Boston. There were 90,000 members in the International, more than 80% of whom were under protocol agreements in some form or another. Thus the entire structure of the ILGWU was based on protocolism.

In addition to what it established, the protocol made a basic departure from trade union philosophy and practice. The most powerful weapon of the worker, the right to strike, was forfeited.

In 1912 there arose trouble within the Union. A. Bisno, Manager of the New York Joint Board, disagreed with the policies of John A. Dyche, Executive Secretary of the International, who favored friendly negotiations with the employers. An open break occurred, and the Joint Board, under the influence of Bisno, started to assert its power against both the International and the manufacturers by appointing Dr. Isaac A. Hourwich, noted lawyer and economist, chief clerk of the Joint Board. Dr. Hourwich's program was strict interpretation of the Protocol, and the decentralization of power from the International, at the same time placing more power in the Joint Board. This was the first trace of Left Wingism in the organization.

The employers' association threatened to break up the machinery of the Protocol if Dr. Hourwich remained in office. He had many ardent partisans, and the membership was split,

the labor and socialist press both taking sides. He finally retired from office, his successor being Sidney Hillman, future founder and president of Amalgamated Clothing Workers of America. The "Hourwich Affair" was a victory for those who believed in the principle of centralization. The authority of the International in dealing with employers was strengthened.

The Protocol served for approximately five years, but was abrogated by the employers' association which charged that the Union did not live up to its provisions. There was an element among the manufacturers who desired complete independence and hoped to destroy the Union, and there was an element within the Union too radical to live under compromise with employers. As a result agitation and dissension arose and the association took the first step, by abrogating the Protocol.

Although it went out of existence, the Protocol was a great factor in promulgating the Union and the industry. It helped lay the foundation for unionism and collective bargaining in the chief centers of the industry. It cemented the feeling for cooperation between the local unions and the International, emphasizing a centralized union. The Protocol raised relations in the industry to a position of mutual respect, by means of the judicial aspect and technical investigations of the Board. It lifted the women's garment industry from a despicable immigrant industry to one of national interest and importance, since the Boards and Industrial Commissions

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placed problems of the industry before the bar of public opinion, locally and nationally. This was the heritage of the International as left by the Protocol.¹⁶

The Union was very powerful, with its 85,000 members, and its strong organizations in New York, Boston, Chicago, and Philadelphia. At this time it was hailed by labor leaders as the most advanced and progressive organization in industrial circles. It now embarked upon new fields, such as education, recreation, health work, etc. which I will deal with in a later chapter.

After the abrogation of the Protocol in 1916, a great strike, won by the Union, resulted in an agreement for three years greatly favoring the Union. This agreement, plus the entrance of America in the World War, gave the Union great security, power, and prosperity. The war prosperity, which touched all branches of trade and industry, began to be felt in the women's garment trades early in 1917. The flow of immigration ebbed, causing a labor shortage. This gave the workers more security of employment and a stronger position in their dealings with the employers. The International adopted a program of reform for the entire industry, including wage increases, shorter hours, minimum wages, and week work instead of piece work. The ILGWU was in advance of the general labor movement of the country, as evidenced by the fact that the American Federation of Labor was fighting for a 48-

16. Louis Levine, Women's Garment Workers, p. 317

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The progress of the local unions in New York, Chicago, Cleveland, Boston, and in the small centers of the industry during 1917-1918 paved the way for the expansion of 1919. In this movement the ILGWU reached the highest point of its development and power. This was made possible by the post-war prosperity and the general offensive of organized labor throughout the United States. The movement was carried on under four main slogans: wage increases to meet the cost of living, greater union control in the industry, a 44-hour week, and week work instead of piece work. While the first two slogans were in line with the general labor movement of the country, the last two were new watchwords for American labor.¹⁷

In May, June, and July of 1919 "the whole country was in the grip of cloak strikes."¹⁸ The strike in Boston was settled after two days, all demands being granted. Other cities were not so fortunate in the promptness of their settlements, but strikes were ultimately won. These strikes differed from those of the earlier years (1900-1913) in that they were well planned and systematized. They were unified in method as well as in purpose, and serious preparations were made, financial and otherwise. Prevailing conditions gave the strikers a firm upper hand. Public sympathy was on the side of the workers, but more important was the industrial strength and cohesion of the workers. The strikes were successful, but the Union real-

17. Fannia Cohn (personal notes)

18. Justice, July 4, 1919

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ized that some of the old protocol provisions were necessary, and therefore incorporated many of them in the subsequent agreements.

These victories stimulated the organization all over the country, and membership increased greatly. In 1919 it was the sixth largest union in the Federation of Labor. In 1920 there was a paid membership of 102,000. "If ILGWU had included those who were not in good standing at the time of computation because they were unemployed and arrears in dues, the total would probably have reached 150,000."¹⁹

About the middle of 1920 the post-war business boom disappeared and a severe depression set in. Millions of workers lost their jobs, and thousands of firms failed. Employers began to force "readjustments" in wages and hours. In all the labor unions, the International not excepted, membership declined rapidly. Employers, in general, demanded wage cuts, abolition of week work and existing agreements. In certain cases, as in Boston in February, 1921, reductions in wage rates were warded off by a general strike, but the Union had to give up other gains from previous years.²⁰ Workers in other cities were not so fortunate and had to submit to wage cuts, longer hours, and unemployment. In 1922 conditions became worse, but in 1923, with a general improvement in business all over the country, the garment trades also took a turn for the better.

19. Budish and Soule, New Unionism, p. 85

20. Fannia M. Cohn (notes)

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19. Baldwin and Soule, New Unionism, p. 65.
20. Fannie M. Conn (notes)

TOTAL YEARLY MEMBERSHIP OF I.L.G.W.U. (1918-1935)

Year	Total Membership*	Increase or Decrease from Previous Year	
		Increase	Decrease
1918	89,500		
1920	105,400	15,900	
1921	94,100		11,300
1922	93,900		200
1923	91,200		2,700
1924	91,000		200
1925	90,000		1,000
1926	90,000		
1927	80,000		10,000
1928	30,300		49,700
1929	32,300	2,000	
1930	50,800	18,500	
1931	47,500		3,300
1932	48,300	800	
1933	160,000**	115,000**	
1934	198,100	38,000	
1935	209,700	11,600	

* Numbers exact to hundreds.

** Approximate figures--no exact figures for year because of fluctuation due to added membership as a result of the NRA.

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The International now was confronted with two new problems, industrial conditions*, and the growth of Left Wingism. For about six years the Union sank to new depths, to a complete state of chaos, but, in 1929, the organization regained some of its lost power and started anew, after having dropped as low as 30,300 in membership.**

In 1929 the old guard started a revival movement and attempted to reconstruct the International. After a feverish campaign of organization, it regained power, by using propaganda. The various labor papers and periodicals cooperated with the International in furthering the campaign. Very successful mass meetings were held. Two major strikes, the Cloakmakers in 1929 and the Dressmakers in 1930, were the crowning points in the reconstruction of the International. A new spirit prevailed among the rank and file, enabling them to successfully win their objectives, and again the International was riding on the crest of the waves.

However, the Union struck another snag--the depression years of 1930-1933. The unfavorable economic conditions brought back to life the distressing conditions which were believed to be definitely abolished by law and public opinion. Long hours, low pay, violation of protective labor legislation, and direct cheating of workers were again appearing in industry.²¹

* See Chapter I--Jobber-Contractor System

** See Chapter III

21. Fannia M. Cohn (notes)

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* See Chapter I--Jobber-Contractor System
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 21. Francis M. Cohn (notes)

In the garment industry, "runaway shops" appeared. Garment makers fled from New York and Boston to Connecticut, Maine, and New Hampshire, where labor laws were more lax than in New York and Massachusetts, and where there was a supply of cheap labor. In order to compete with these "runaway" shops, those in the larger cities had to lower all conditions, at the expense of the welfare of the worker. Cheating the workers was greatly resorted to. The Majestic Dress Company of Boston took advantage of the piece work operators by paying the employee so much per garment on a certain-priced dress. The cheaper the garment, the lower was the price per piece to the worker. They took advantage of the workers by underpricing the garment, that is, if a dress was worth \$3.50, the worker would be told that it was only worth \$2.75. The employees thus got the worse end of the arrangement, and the extra profit went to the employer.

The Union in Boston gave concession after concession to the Majestic, for fear it might leave Boston and thus add 200 or more to the ranks of unemployed garment workers. This favored treatment gained nothing for the workers. The desire for large profits and the disregard for the welfare of the employees made them the most hated firm in Boston by both workers and employers. In March, 1936, even though the Union favored them greatly, they moved to Waltham, in order to get the cheap supply of Nova Scotian labor.²²

22. Direct observation

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The manufacturers entered into new negotiations with demands calculated to make the already intolerable conditions even worse. They insisted upon additional wage cuts and sought to destroy the remnants of union control. They wanted to increase unemployment by demanding unlimited overtime without extra pay, and unlimited work on Saturday. The Union in its counter-demands,* proposed measures that would guarantee for the workers a modest livelihood and at the same time provide minimum standards of order and prosperity for the industry.²³ A strike was inevitable, since the employers refused to accept union demands.

The general strike was called February 16, 1932, and was principally a defensive fight. Its aims were to stop the continuous decrease in workers' earnings, and to prevent the further destructive effects of the severe depression which

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23. Personal interview

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25. Personal interview

demoralized the industry. The agreement made after the strike was in favor of the workers, but a general slump occurred in the garment industry, and the Union was unable to carry out the terms. The Union was again practically powerless, but in 1933 came an event which brought the International more power than it had enjoyed since the war period.

The International and the NRA

Both the industry and the Union were in a chaotic state, when in 1933, under President Roosevelt, the National Industrial Recovery Act was passed, affecting all the industries of the country. This Act was the signal for a tremendous burst of activity on the part of the International. A great organizing campaign was at once begun in nearly sixty cities. Hundreds of thousands of circulars and leaflets were distributed in every garment center throughout the country. While these operations were going on, the general office of the International also turned its attention to the formulation of the Codes in the various branches of the industry.

Section 7a of the NRA gave labor the right to bargain collectively. The Union successfully struck in various cities and then proceeded to write the terms thus won from their employers into the codes of the garment industries. In Boston and in Philadelphia the strikes which broke out brought immediate settlement. Two major strikes, those of the Cloak-makers and Dressmakers, broke out in New York and were settled in a short time. The NRA codes were drawn up and the

Union wrote in the terms which these victories had gained them.*

The NRA was indeed a blessing to the International which grew from an organization of 40,000 to one of 200,000 members. From a tail-end union in the American Federation of Labor, it grew to be the third largest body in that organization. The increase was not only numerical, but geographical. Locals grew up as far away as Laredo, Texas, on the Mexican border, Atlanta, Georgia, Decatur, Illinois, Kansas City, Missouri, St. Paul, Minnesota, and many other places hitherto unnoticed by the International.²⁴

MEMBERSHIP SUMMARY*

Total membership, February 1, 1934 (as per report to the 1934 Convention)		198,131
Increase in membership--existing locals	17,017	
Increase in membership--new locals	<u>7,785</u>	24,802
Decrease in membership--existing locals	12,954	
Decrease in membership--extinct locals	<u>272</u>	<u>13,226</u>
Net increase		<u>11,576</u>
Total membership, June, 1935		209,707

* Principal provisions:-

Contractor limitation, jobber responsibility for wages in outside shops, and the equitable division of work among designated contractors become designated principles.

The 35-hour, 5-day working week.

No workers under 18 years of age.

Unemployment insurance as soon as the industry has become sufficiently stabilized.

Legalization of piece work except for cutters, sample makers, and examiners, with a guaranteed minimum scale.

Obligatory use of NRA label.

24. ILGWU, Story of the ILGWU, p. 17-18

* From ILGWU Census, issued by General Office, Aug. 1, 1935

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MEMBERSHIP SUMMARY

Total membership, February 1, 1933		(as per report to the 1932 Convention)	
198,181			
Increase in membership--existing locals		14,317	
Increase in membership--new locals		7,785	
24,802			
Decrease in membership--existing locals		18,984	
Decrease in membership--existing locals		875	
19,859			
11,846			
Net increase			
209,707			
Total membership, June, 1933			

* From IRLW Census, passed by General Office, Aug. 1, 1933
 24. IRLW, Story of the IRLW, p. 17-18
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"Few labor unions got as much out of the NRA as did the International, primarily because few unions were as vigorous in grasping the opportunities offered by the advent of the Blue Eagle."²⁵ When, on May 27, 1935 the Supreme Court declared the NRA unconstitutional, the International took all measures to maintain the satisfactory status that she had acquired through the NRA. Organizers throughout the country were told "to meet with strikes every attempt that will be made either by individuals, or groups of employers, to weaken the organization or to reduce the standards of life and labor."²⁶ Demonstrations were held wherever there were locals. "Just as the International was on the job immediately after the birth of the Blue Eagle, so was it prepared for any eventualities immediately after its death."²⁷ The favorable NRA agreements were renewed and signed by the Cloakmakers, and after a move known as the "Ghandi Stoppage,"* the Dressmakers regained the favorable code agreement.

The International had grown to great proportions again, gaining power with every move. At the end of 1935 the ILGWU was bigger and stronger than ever before. It is now the third largest organization in the American Federation, with a total membership, as of June 1, 1935, of 209,707, and a consequent increase of 11,576 since February 1, 1934.** The

25. Fannia M. Cohn (notes)

26. Statement of the General Executive Board of the ILGWU

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The power of the International, which has grown to unexpected heights, is best exemplified by the crises that arose in 1936. In New York City the jobber-contractor system brought misery and discomfort to the workers. The jobbers were making great profits at the expense of the contractors who, in turn, were forced to cut down wages and lower working standards if they wanted to exist. The Union recognized the plight of the workers and decided to call a general strike. 105,000 workers in the vicinity of New York were ready to walk out in order to gain good conditions and a livable wage. The major demands of the Union were limitation of contractors, settlement on the jobbers' premises (so that the jobber would be held responsible and not the contractor, who in reality is only a foreman for the jobber), and the unit system of price settlement on piece work.²⁸ The power of the Union and the fear of a general strike forced the reluctant jobbers and employers to agree to the demands of the Union through arbitration. Thus a general strike was avoided and, for the

28. Julius Hochman, Why This Strike? and Justice, Jan. 15, 1936

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Boston, however, was not so fortunate in avoiding a strike. There were many shops in the dress and cotton garment industry in and around the New England garment center that were unorganized. Conditions in these shops were far below union standards and in many cases sweatshop conditions prevailed. The agreements between the Union and the organized shops in the dress industry were expiring at the beginning of the spring season. The Union decided to call a strike for two specific purposes: firstly, the organization of non-union shops; and secondly, to demand the renewal of the agreements which contained "NRA Conditions".*

As soon as the NRA was declared unconstitutional, conditions rapidly became worse in the organized shops; for many employers disregarded and failed to uphold their contracts with the Union.

At the close of the fall and winter seasons, the Union members started to make plans for the spring. They felt that it was necessary to organize the unorganized workers and shops, since the main cause for the organized shop owners' action in repudiating their contracts lay in the fact that they could not compete with clothing manufacturers who were paying less wages and lower rents, and were maintaining a lower standard of conditions. Thus, in many cases, the owner

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who employed union men and maintained a "closed shop" was driven to break his contract lest he be driven out of business by the unorganized competitors.

About January 15, the Boston Joint Board started to make plans for a general strike of the dress and cotton garment workers. An organization drive of all the workers in and around Boston was begun. Pamphlets were printed and issued to all workers, both union and non-union men and women. Letters were sent to workers urging them to support the organization and to encourage their friends to join the union. Literature was handed out by union organizers outside of the various shops. Pamphlets, announcements, and the like were deposited in conspicuous places in the shops (rest rooms, for example).

Mass demonstrations were held in public halls and streets. A group of girls, dressed as crusaders, paraded up and down the streets in the garment centers with signs calling the workers to organize into a powerful unit so that the union might gain its demands. At the corner of Stuart and Washington Streets an amplifier was used to enlighten the workers regarding the course of events. Speakers urged the workers to unite. When the amplifier was not being used for speeches, martial airs, union songs, and the like were sung or played through it in an attempt to instill a new spirit into the workers. A chartered airplane flew over the garment district, dropping various forms of literature and propaganda

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The Union mailed letters to the various employers' associations and shops stating that the agreements were expiring and that they were ready to negotiate. A few days later replies were received, stating the readiness of the employers to negotiate.

Letters were sent to the individual locals of the Joint Board asking each to set forth its demands for the coming agreements. The demands were read and accepted by the Joint Board and were then sent to the Board of Directors, who sorted them and compared them with the old agreements. They then discarded those which they knew were unattainable, and decided on those that were most important. One representative from each local was chosen and he was notified to stand in readiness in case of negotiation.

A gigantic mass meeting was held at Faneuil Hall where the demands were read and accepted by the assembly. David Dubinsky, President of the International, spoke to the group and promised the full support of the International. Officers of the Joint Board and many outside citizens addressed the audience, stressing the advantages and accomplishments of unionism and organization.

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At this meeting a motion was made and passed to organize industries for a general strike. A resolution was received from the cloakmakers, offering to go out on a sympathy strike with the other workers, and a similar resolution was received from the rubber goods and raincoat makers.*

The International promised financial and moral support to the Boston Joint Board. In its treasury it had a fund of \$4,000,000 which was to have been used in the New York Strike, but since the New York situation was settled amicably, there was no expenditure of the sum then. President Dubinsky promised the Boston strikers the use of it if necessary.

No definite date for the strike was set, but a joint meeting of all executives and Joint Board members, together with the committees who volunteered to do organization work, was called, and the plans for the strike were made. These plans included the appointment of committees, such as the Hall, Picket, Law, Finance, Home-visiting, and General Committees, to carry on special work during the strike. At a later meeting of the Board of Directors, Strike Organizers, and the Manager of the Joint Board, a definite date for the

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The manufacturers, jobbers, and the union were called to the State House where attempts were made to negotiate, in order to avoid the general strike. But neither the State Board of Conciliation and Arbitration nor the Governor could make the parties come to an agreement, the manufacturers being too stubborn. Negotiations were broken off and the union was ready to call the strike immediately. The Governor and the State Board, however, sent telegrams to the union asking the Joint Board to delay for twenty-four hours. The State officials made a final attempt to bring the manufacturers and the union to some terms, but they were unsuccessful.

Several outside citizens who had formed a Citizens' Committee had previously visited and investigated conditions in several shops. Many of the citizens were present at the negotiations at the State House. The Governor, the State Board, and the Citizens' Committee were disgusted with the attitude of the manufacturers and the jobbers.

On February 27, 1936 the general strike was called. All union shops in the ladies' garment industry of Boston closed completely for the remainder of the week. Many non-union shops joined en masse. Cotton and blouse workers showed a fine response. Approximately 4000 workers took an active part. Mass picketing took place. In the attempt to keep

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Public opinion was with the striking garment workers. Many other labor unions in Boston and its vicinity cooperated with the garment workers by donating supplies and additional funds. The Hebrew Bakers' Union donated bread and rolls to the strikers. The restaurant workers gave food and stimulants. The Boston Elevated employees donated busses so that pickets might be taken to their posts in the outlying sections of Boston. The Amalgamated Clothing Workers called on their members to help the garment workers picket in the early morning and late afternoon.

At the end of the first week of the strike, the cloakworkers returned to their work, since they were striking only to show their sympathy with the dress and cotton garment workers. All attempts to arbitrate during the first weeks were unsuccessful. Philip Kramer, Union Manager, said that the Union was so well established, both financially and morally, that the strike could be continued throughout the summer and into the fall, if necessary.

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The workers in the cotton garment shops went back to work. Several other individual shops outside of the fourteen who had demanded injunctions signed individual agreements. Wages, hours, and conditions were set on the NRA standard.*

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At the end of the third week, the dress manufacturers came to a final agreement. As each manufacturer or jobber signed, the workers went back to work on the "stagger system".** The greatest concentration of the strike was in the

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The Union gained a great many shops which had previously been open. Matthews and Kadetsky, one of the largest firms in Boston, signed a union contract for the first time in eleven years. Alkon and Company, Tuttle and Braemore, Worthmore Dress, Reiner Shops, Frank and Warsheur, and several little contracting shops which were a menace to the industry became unionized.

The provisions of the agreement were the same as in the NRA agreement with an addition of limitation and designation of contractor, full employment of at least one cutter in contracting shops, all cutting on manufacturers' or jobbers' premises, and prices of garments fixed by a joint shop committee instead of the individual shop committee of former days.

After all the workers had been sent back to work, the Union allowed all the shops to work overtime at least one hour each day and four Saturdays, in order to make up for the loss of time during the strike. As a result, the eastern orders were finished on time, with a 40% increase in productivity over the previous year.

This strike cost the Union approximately \$65,000. The major expenses were for strike benefits which were paid to the strikers (\$8 to \$15 weekly), rental for halls, printing, and fines that were imposed on pugnacious strikers by the

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The Union gained many more members for itself. It succeeded in partially organizing the cotton and blouse industry, and in reorganizing the dress industry.

The Union, by means of its powerful organization, has been able to obtain conditions for its members that are desirable and necessary to maintain the standard of living in this country. For thirty-five years the ILGWU has fought for existence and power, It has fallen to very low depths and risen again to high pinnacles, because of the spirit of the rank and file and the good leadership that the organization has been blessed with. Years of hard and faithful work have carried the International through to the formidable position that it holds today in labor circles.

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CHAPTER III

THE LEFT WING MOVEMENT IN THE INTERNATIONAL

In the history of the International, Left Wing radicalism dates back to 1904 and 1905 when the Industrial Workers of the World attempted to gain a firm footing in the clothing industries. In 1913, when Dr. Hourwich was the chief clerk of the Joint Board in New York, radicalism again broke out, but with Dr. Hourwich's resignation the radical elements were subdued and peace was established. The "Hourwich Affair", undoubtedly, was the seed of the disastrous Left Wing movements which later disrupted the International internally and curtailed its power within the industry and the labor movement of America.

In 1917, a group of members in the Waist and Dressmakers' Union, Local 25, organized a Current Events Committee with the aim of denouncing the leaders of the Union as being too conservative. The Committee soon ceased to exist, but the radicals in the Union in 1919 formed a Workers' Council, which in turn was rapidly succeeded by the Welfare League. Dissatisfied locals in several other trades organized similar bodies. Until the fall of 1919 these groups maintained separate existences and confined their activities to local issues.

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In the history of the International, Left Wing radicalism dates back to 1904 and 1905 when the Industrial Workers of the World attempted to gain a firm footing in the clothing industries. In 1913, when Dr. Hounwisch was the chief clerk of the Joint Board in New York, radicalism again broke out, but with Dr. Hounwisch's resignation the radical elements were subdued and peace was established. The "Hounwisch Affair", undoubtedly, was the seed of the disastrous Left Wing movements which later disrupted the International internally and curtailed its power within the industry and the labor movement of America.

In 1914, a group of members in the Waist and Dressmakers' Union, Local 25, organized a Current Events Committee with the aim of denouncing the leaders of the Union as being too conservative. The Committee soon ceased to exist, but the radicals in the Union in 1919 formed a Workers' Council, which in turn was rapidly succeeded by the Welfare League. Disaffected locals in several other trades organized similar bodies. Until the fall of 1919 these groups maintained separate existences and confined their activities to local issues.

In the autumn of 1919, the radical members of Local Union 25 organized a "Shop Delegate League", the purpose of which was to make the shop, rather than the local union, the

basis of union organization. They wanted the assembly of shop delegates to exercise both legislative and executive powers, and elect committees.

The General Executive Board of the International decided that Local 25 was so responsive to radical ideas because it was too large, and because it was composed of conflicting elements--radical waistmakers and conservative dressmakers. In the winter of 1920-1921, in accordance with the decision of the 1920 Convention in Chicago, the two elements were separated, and the Dressmakers' Union, Local 22, was established.¹

Shortly afterwards, in this new local union, as well as in the old one and in a few others, shop delegate leagues were organized, and supported by partisans of left wing political groups, such as Communists, Syndicalists, etc. In the shop delegate plan they saw the means by which a new and class conscious unionism could be produced. The industrial depression of 1920-1921 provided the radicals in the International with a favorable opportunity for opposition to the established leadership. The 1922 Convention in Cleveland was the scene of a pitched battle between the supporters of the administration and the Left Wing, the latter being under the influence of the Communist Party.²

During 1921-1922 the left movement allied itself with the Trade Union Educational League, directed by a militant

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Communist leader, William Z. Foster. This led to sharp discussions within the ranks. Many of the progressives and radicals who were interested chiefly in the trade and organization aspects of the movement became dissatisfied when issues of political control, rather than those of economic and industrial problems, were stressed. This made it easier for the General Executive Board to enforce the anti-league policy adopted in 1923 in order to keep the International intact. On August 16, 1923, under the influence of President Sigman, the General Executive Board declared the Trade Union Educational League to be in fact, if not in name, a dual union membership and, therefore, unconstitutional. All leagues within the local union were to be dissolved and members of the I.L.G.W.U. were obliged to cease activities in them. Many refused to comply with these orders and were expelled from the Union.

The agitation conducted since 1922-1923 by the Communist Party, in order to break up the International and eventually bring it under the exclusive control of the Party, kept the workers in a state of constant turmoil. To save the organization, the Union leaders resorted to severe measures. In 1925 President Sigman sanctioned the removal of sixty-eight left wing officials in Locals 9 and 22, asserting that they were Communists and were aiming at the disruption of the ILGWU. This measure strengthened the opposition and led to the control of the New York Joint Board by Communists. The

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members of the left wing, organizing themselves into a Joint Action Committee, carried on a systematic campaign against the policy of the International.³

An emergency convention, to adjust the controversy between the leaders and the left wing, met in Philadelphia in November, 1925. The Convention extended a general pardon to all expelled members. Those who had been expelled for their connections with the Trade Union Educational League were readmitted to full membership privileges.⁴ Four left wing members were elected to the General Executive Board.

Soon after the Philadelphia Convention, the New York Joint Board began preparations for a general strike. This seemed unavoidable because of the expiration of agreements and the knowledge of the employers that the Union was weakened by internal conflict. The strike, which was incompetently and wastefully managed, failed to achieve its objects. It lasted twenty weeks, and cost \$3,500,000. Conservatives charged that the strike was being lost because of the Communists. Consequently, the right to conduct the strike was withdrawn from the Joint Board, which was controlled by the Communists, this action being taken by the General Executive Board. In February, 1927, the General Executive Board revoked the charters of Local Unions 2, 9, 22, and 35, and issued new charters to the members who had registered with

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4. Report of General Executive Board to Convention of 1925

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duced new chapters to the members who had registered with

provisional committees appointed by the President in order to completely reorganize. The Communist Party and Trade Union Educational League openly recognized their defeat by ordering followers to register in the newly chartered local unions.

In 1927, the Communists were the cause of a losing strike in Boston. Internal dissension was so great that the Boston Joint Board was all but wiped out.

For six years, the International, torn by internal conflict, was losing everything it had ever gained in past struggles. It was practically penniless and powerless. All functions were curtailed, as its position in the Labor movement dwindled to a very low ebb. In 1929, a campaign was started to reorganize and rejuvenate the Union, so that it might regain all that it had lost. The campaign was highly successful, and the Left Wing Movement, sponsored by the Communist Party, died a horrible death, as the Union again rose to a position of national prominence within the next few years.

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CHAPTER IV

PHILOSOPHY, STRUCTURE, AND STRATEGY OF THE INTERNATIONAL

The principles of trade unionism are based on the everlasting struggle of capital against labor. The principles of the International aim to advance the worker to a position where he can get what he rightfully deserves, that is, a more equitable distribution of the profits amongst employers and employee, and the emancipation of the wage earner as a slave of capital.

The "philosophy", structure, and strategy of the International are so arranged that the Union can carry on its struggle with capital for the betterment of the worker. Its philosophy embodies the principles which drive the organization to gain its ends; the structure is that part of the Union which organizes the members to combat the power of the employers; its strategy consists of the methods which are employed to further its interests.

Philosophy

The preamble to the constitution of the International defines clearly the method of attaining the final emancipation of the wage earners. It announces its aim, "to organize industrially into a class-conscious trade union"--in order--"to bring about a system of society wherein the workers shall received the full value of their products." To gain these ends, the Garment Workers refer to "cooperation with

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workers in other industries."¹

The International has attempted to accomplish this by affiliating with the American Federation of Labor. However, I cannot see what good they can gain by cooperating with workers in other industries through the medium of the A. F. of L., because the latter is a very conservative body which, in the past, has fought all kinds of beneficial labor legislation, such as minimum wage laws, child labor laws, and the like.

The International, as a liberal organization, has found itself opposed to the conservatism of the Federation. In other words there is, in many ways, a direct conflict of ideas--a struggle of conservatism against liberalism in the ranks of organized labor. The International, then, has sought other means of gaining its ends. In cooperation with other groups it is making a continued effort to establish a Labor Party in the United States such as that in England, in order to further the progress of labor politically so that the working man will be raised to a higher level economically and socially.

The policy of the International is to secure economic and social betterment for the worker. "The object of the ILGWU shall be to obtain and preserve for all workers engaged in the ladies' garment industry just and reasonable conditions

1. Preamble to the Constitution of the ILGWU

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I. Preamble to the Constitution of the ILOU

of work, with respect to wages, working hours, and other terms of employment; to secure sanitary surroundings in their places of work, and humane treatment on the part of the employers; to aid needy workers in the industry, to cultivate friendly relations between them, and generally to improve their material and intellectual standards. Such objects shall be accomplished through negotiations and collective agreements with employers, the dissemination of knowledge by means of publications and lecture courses, through concerted efforts to organize the unorganized workers in all branches of the industry and through all other means and methods customarily employed by organized workers to maintain or better their standards of life."²

The International has endeavored to live up to these objects. Economically, they have gained better conditions than have ever been gotten in the industry. Socially, they have surpassed all other labor organizations in the fields of education, recreation, sanitation, health, and benefits.

Structure

The structure of the International is based on the local union, the Joint Board, the General Executive Board of the International, and the Convention.

The Members. Application is open only to actual workers in the industry who become members of the International by

2. Constitution of the ILGWU, Article I, Section 3

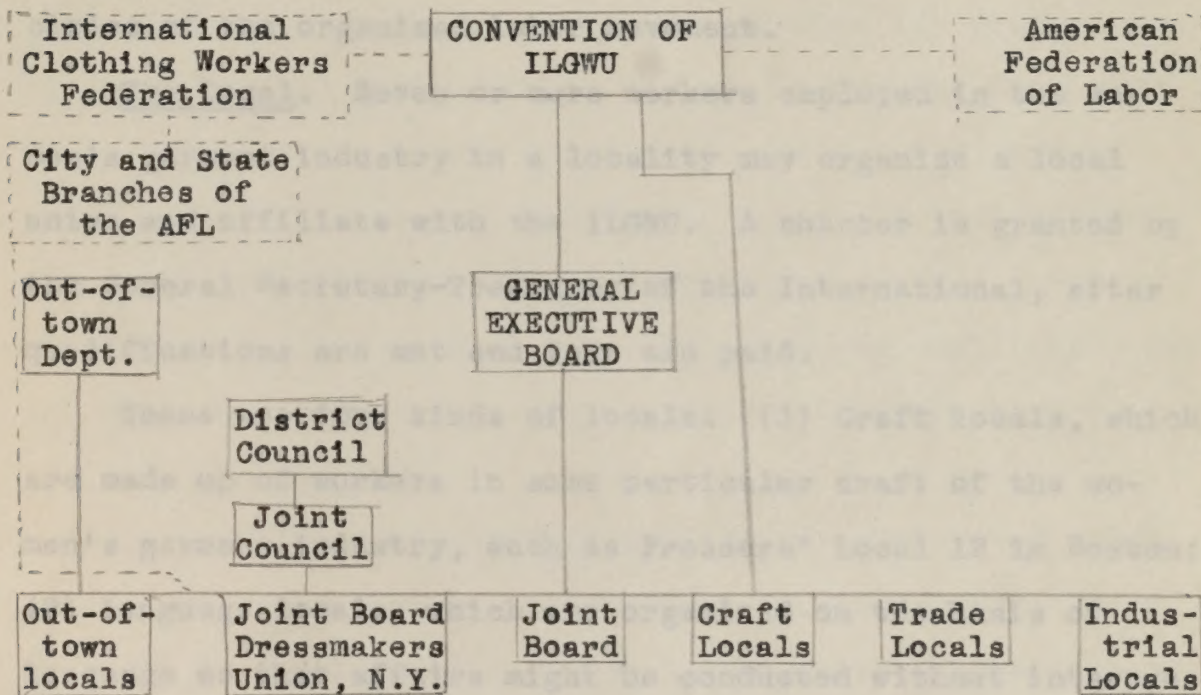
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DIAGRAM OF THE STRUCTURE AND AFFILIATIONS OF ILGWU*



————— Indicates relation within ILGWU

----- Indicates affiliations with Labor Bodies

* Structure and Functioning, ILGWU, p. 4

joining a local union in the craft, trade, or locality. No member of the International may hold any position in the industry in which he must hire or fire workers, or act in ways opposed to the interests of the International, or the principles of the organized labor movement.

The Local. Seven or more workers employed in the women's garment industry in a locality may organize a local union and affiliate with the ILGWU. A charter is granted by the General Secretary-Treasurer of the International, after qualifications are met and fees are paid.

There are four kinds of locals: (1) Craft locals, which are made up of workers in some particular craft of the women's garment industry, such as Pressers' Local 12 in Boston; (2) Language locals, which are organized on the basis of language so that affairs might be conducted without interpreters. The Italian Locals 48 and 89 include practically all the crafts in their trades; (3) Trade locals, which include all the crafts of a trade, for example, the Whitegoods Workers' Union, Local 62; (4) Industrial locals, which embrace all workers on women's garments in a particular locality. They are usually found in towns where there are not enough workers in the various crafts to maintain separate locals.

The functions of the locals are to regulate apprenticeship, grant and revoke working cards, carry on organization campaigns, conduct strikes when necessary, and negotiate agreements with the employers. The local enforces the

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standards of wages, hours, and conditions on the basis of these agreements. The locals enact and enforce rules, and conduct activities in harmony with the constitution and by-laws of the International.

The income of the local is derived from the weekly dues of the members. The amount of the weekly dues is decided by the members of the local. Initiation and per capita dues are paid to the International by the locals, in return for which, the International sends stamps to be pasted in the Union books of the members. Locals which are affiliated with the Joint Board contribute to its budget in proportion to their membership.

Just as the International is affiliated with the American Federation of Labor, so the local unions are affiliated with the A. F. of L. city, central, and state Federations of Labor.³

The Joint Board. The constitution provides for the formation of Joint Boards because the International is an industrial union. Wherever there are two or more craft unions in a trade, located in one city or region, a Joint Board is formed to represent their combined interests. Thus, in New York, the locals of cutters, operators, finishers, and pressers are combined into the Joint Board of Cloakmakers, and all the dressmakers are combined under the Joint Board of Dress-

3. ILGWU, Structure and Functioning, p. 10-11. Constitution of ILGWU, Article 1.

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makers. New York, then, has two Joint Boards, but in other cities, as in Boston, the cloakmakers and dressmakers belong to the same Joint Board.

The Joint Board is composed of delegates from the affiliated local unions. A local is entitled to representation on the Board in proportion to the size of its membership, but there is a maximum limitation of eight delegates.

The officers of the Joint Board are President and Vice-President, both serving without salary. The General Manager, who is the chief administrative officer, is elected and draws a salary. The Joint Board representatives (business agents) are chosen by the locals in proportion to their membership. The business agents are assigned to the departmental and district managements. The Secretary-Treasurer is in charge of the office and handles all funds. The Board of Directors, composed of one or two members of each local union, is the executive committee of the Joint Board.

The functions of the Joint Board are to enter into agreements with employers' associations or individual employers; enforce the standards of wages, hours, and conditions of labor; settle disputes between members and employers; organize, call, and conduct strikes; and maintain harmony among the affiliated locals.

The Joint Board is the administrative body for the entire membership of a trade in a locality.

4. ILMU, Structure and Functioning, p. 50-51

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Eastern Out-of-Town Department.⁴ The Eastern Out-of-Town Department was formed by the Convention of the International to meet the situation created by the development of jobbers, who send their workers to contractors in New Jersey, Connecticut, and other places near New York City. It is the central organization of the ILGWU's local unions in these places.

The Out-of-Town Department organized the workers in these localities into local unions of the International. It maintains Union conditions, equal to those in New York City, by making the employers live up to their agreements with the Union. It defends these conditions by negotiations and, where necessary, through stoppages and strikes. The Department keeps the local unions in this territory in touch with one another and with the New York locals, and with the New York Joint Boards of the Dressmakers' and the Cloak and Suit Makers' Unions.

The Out-of-Town Department is maintained in the ILGWU headquarters and is under the direction of a general manager who reports to the General Executive Board, to which he is responsible.

The District Council. To assure improved control of conditions and greater unity of action among all Out-of-Town locals, the District Council has been created, composed of

4. ILGWU, Structure and Functioning, p. 20-21

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⁴ IIGWU, Structure and Functioning, p. 20-21

two representatives from each local, an officer and one member.

The District Council meets monthly at the headquarters of the International and takes up all problems and reports of various localities in order to bring about better and more uniform conditions in the Eastern Out-of-Town locals.

The Joint Council. In order to give practical effectiveness to the work of unifying out-of-town and New York working conditions, a Contact Manager is employed in the Out-of-Town Department. To assist further in this direction, the Joint Council has been created, composed of the members of the District Council as representatives of the Out-of-Town locals, together with the Joint Board of the New York Dress-makers' Union. This step is required because of the specially close interrelation of competition in the same market. In many instances, contractors from both groups work for the same jobber. The Joint Council meets monthly in New York to assure elimination of competition in prices and other conditions.

The General Executive Board of the ILGWU. The General Executive Board consists of the General President, General Secretary-Treasurer, First Vice-President, and twenty other Vice-Presidents of the International. These officers are elected for a period of two years at each biennial convention of the International. The Board is the highest author-

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The functions of the General Executive Board are: to appoint general organizers who form new locals and assist existing locals in organizing work and strikes; to adjust disputes and negotiate agreements with employers, together with the Joint Board and the local unions; to decide questions involving constitutional interpretation; to grant and revoke the charters of the locals; to guard the interests of the entire membership in the United States and Canada; to maintain the supreme power and duties of the ILGWU between conventions; and to form committees from its members to supervise the various undertakings of the International.⁶

The income of the International is derived from the per capita dues paid by the locals. From these funds the expenses of organization work, publications, administration, education, and the like are met. Special assessments are sometimes levied for emergencies.

The Convention of the ILGWU. The Convention is the highest authority of the International. It meets every two years, with a membership comprising delegates from each local, in proportion to the number of members, and a delegate from each Joint Board.

At the Convention, reports from the various committees are acted upon. The Constitution may be amended by the Con-

5. Constitution of the ILGWU, Article 4

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vention. The general policies of the International are decided upon by the Convention.⁷

The President, General Secretary-Treasurer, and the twenty-one Vice-Presidents are here elected. These officers constitute the General Executive Board. The Convention also elects delegates of the International to the annual convention of the American Federation of Labor.

The proceedings of the Convention, together with the report of the General Executive Board and the financial report of the General Secretary-Treasurer, are published in book form and filed, thus recording the history of the International.

The Union is so constructed and developed that all members are reached through its methods and procedure.

Strategy

The strategy of the International is based upon the methods employed in gaining conditions for the workers from their employers. The fundamental objective of the Union is to organize all workers in the industry so as to develop them, through their daily struggles, into a class-conscious labor army. Once these objectives have been attained, the strategical moves of the Union can be undertaken. The strike, the boycott, picketing, and collective bargaining are the major strategical points.

7. Constitution of the ILGWU, Article 5

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book form and filed, thus recording the history of the Inter-
national.

The Union is so constructed and developed that all mem-
bers are reached through its methods and procedure.

Strategy

The strategy of the International is based upon the
recognition and solution of the economic condition for the workers from
their experience. The fundamental objective of the Union is
to organize all workers in the industry so as to develop
them, through their daily struggles, into a class-conscious
labor army. Once these objectives have been attained, the
strategic moves of the Union can be undertaken. The entire
the process, planning, and collective bargaining are the re-
sult of strategic policy.

The most important move is the strike at the beginning of the season. Picketing and the boycott must be used in order to make the strike successful. If the strike is successful, the great weapon, collective bargaining, is brought into use. Without collective bargaining the workers as a whole cannot benefit, and this policy has become very successful. The protocol of peace* was one of the greatest steps in collective bargaining in the history of organized labor.

The strike, picketing, and collective bargaining have been used extensively and to great advantage by the International.

The philosophy, structure, and strategy of unionism work hand in hand with one another, each being dependent upon the others. They have brought the International Ladies' Garment Workers' Union to a position where it can undertake any move that might be beneficial both to the worker and to the industry.

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CHAPTER V

THE HUMAN ELEMENTS IN THE INDUSTRY

When the ready-made clothing industry first came into existence, it naturally fell into the hands of the custom tailors of the period, who were, for the most part, native Americans, English, or Irish. However, after the Civil War, the workers were recruited from the ranks of the German immigrants. The Jews in America during this period were either of Spanish or German extraction. They dominated the second-hand clothing business for which the first ready-made clothing was manufactured. Because of their knowledge of the market, these Jews took part in the management and ownership of the factories in the industry, as well as their retail businesses. From 1860-1880 the industry was dominated completely by the German Jews, both as workers and employers.

In 1880 a great influx of Jews from the southeastern parts of Europe started. They came from Poland, Russia, Roumania, Austria-Hungary, and various parts of the Balkan Peninsula. They came here in search of a homeland where they could escape from pogroms, persecutions, and economic instability. The great majority of these immigrants were tailors, businessmen, bankers, and professional men. Handicapped upon their arrival because of their different language and customs, they settled in the Jewish colonies of the larger cities, such as the East Side of New York and the North and West

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Ends of Boston. Inasmuch as many of them were skilled tailors, they were immediately absorbed by the clothing houses. Many of them, who were not tailors originally, but bankers and professional men, also turned to the needle trades. Thus, the latter field was dominated by Jews who were unable to follow their original vocations because of their linguistic and cultural differences.

As each boat docked at the piers in New York and Boston, the immigrants were taken to the Jewish parts of the city, and arrangements were made for room and board. They were then given jobs in the clothing houses by their relatives or countrymen who were already well established. The clothing trades became completely dominated by the Jewish immigrants, and, to this day, such domination of the industry by the Jew is prevalent.

About ten years after the heavy wave of Jewish immigration started, the Italians began to migrate to this country in great numbers. The motive behind this move was, in most cases, the desire to make money. Lack of prosperity, annoying taxes, and oppressive landlordism were also major factors in driving the Italians here. The Italians and the Jews differed in that the Jew came here to establish a permanent residency, while the Italian came here to make enough money so that he could go back and live in comfort in Italy.

The Italians entered the garment trades because most of them were trained tailors, or had very nimble fingers. Many

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were attracted to the trades because of the great number of Italian workers already in the industry, who succeeded in getting jobs for the new immigrants. Italian workers, although very much smaller in number in proportion to the Jewish elements, are numerous in the industry. However, "because of their lack of permanency and lower literacy, the Italians have not been quite so strong a factor as the Jew in the needle trades."¹

The Jew and the Italian are the two major elements in the industry, but there are many minor groups who are also employed. Negroes, Bohemians, Poles, Slovenes, Russians, Finns, and Lithuanians form the minority groups. These people, to a large degree, came into the industry because they were trained tailors. But many of them perform those duties which do not require very much skill. That is so especially in the case of the Negro.²

Although Italians and others are employed in large numbers, the Jew is the most dominant factor in the industry both as employer and employee. The situation is well summed up in the words of Julius Henry Cohen, that "it is one of those industries, both on the employers' and on the workers' side, classified as the 'Hebrew Trades', the percentage of Italian workers being very small."³ In Boston approximately

1. Budish and Soule, New Unionism, p. 65

2. Direct observation

3. J.H. Cohen, Law and Order in Industry, Introduction, p. xii

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1. Burt and Soule, New Unionism, p. 65.
 2. Direct observation.
 3. J.H. Cohen, Jew and Order in Industry, Introduction, p. xii.

85% of the employers, and more than 70% of the workers are Jewish.⁴

No matter how good conditions are, the Jewish worker is never satisfied and always desires better conditions. He is always looking forward, as a worker, to the time when he will operate his own shop. This is not true among the others, for the standard of living among the Jews is higher than that of the other garment workers.⁵ Jewish employers went into business to better themselves. Many, however, never become employers, because they lack business interest, finances, or sympathize with the Union policies. The desire for executive capacity and ownership of a shop is well illustrated by an ironical incident that happened a few years ago. Fred Monosson, owner of the Cosmopolitan Dress Company, was at one time a high official in the ILGWU. When he ended his duties as a member of the General Executive Board, he opened a factory in Cambridge, Massachusetts, so that he would avoid the power of the Union in the garment center of Boston, and so that he would be unmolested for his use of "scab" labor.

The struggle of capital versus labor in the garment industry is a struggle of Jew versus Jew, one using the medium of the employers' association and the other, the Union.*

4. Personal survey

5. Samuel Danburg

* Peculiar barriers have arisen between the workers and the employers, especially among those people who have risen from the ranks to the position of employers and have surpassed former fellow workers in authority and wealth, and, in most

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Description of the Women's Garment Trades and Occupations of Workers in the Industry

The women's ready-to-wear garment industries embrace a number of specialized industries, the most important of which are the manufacture of cloaks, suits, and skirts; dresses and waists; misses' and children's dresses; muslin underwear; and house dresses, wrappers, kimonos, and petticoats.

Cloaks, Suits, and Skirts. The manufacturing of cloak, suits, and skirts, while covering a wide range of models or styles, can rightfully be considered as having a limited field of production in women's wear. The range of garments produced by most manufacturers includes cloaks, suits, skirts, and one-piece woolen or worsted dresses, and to a very limited extent, linen suits and skirts. The fabrics used include serge, worsted, pongee, chevots, voile, linen, taffeta, whipcord, broadcloth, tweed, rough woolens, home-spuns, silk, satin, crepe, velvet, and velours.

cases, social position. These feelings are not as dominant among employers who have not risen from the ranks and their employees. These barriers are, I believe: a superior feeling on the part of the employers toward the workers because of their newly formed authority and the feeling that they are more capable, "smarter," etc., because they have been able to rise above their former fellow workers. On the other hand, the worker usually maintains a feeling of jealousy toward those who have risen from the same position to one above him. The worker also does not like to take orders at work from one who formerly worked with him, and a common attitude exists among workers toward those employers who have risen from the ranks--that "look who is now a boss. I remember him when--" attitude. These barriers have been highly detrimental to the industry and have resulted in many minor labor disputes which would otherwise have been avoided.

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Dresses and Waists. The manufacturing of dresses and waists covers the widest range of garments made in the allied industries, inasmuch as it embraces many styles and qualities of waists, as well as the widest possible range of dresses imaginable. The one-piece dress predominates, but many styles are manufactured for evening and sport wear. The fabrics used in the manufacture of waists and dresses are crepe, linen, voile, flannel, pongee, taffeta, satin, moive, chiffon, gingham, batiste, silk serge, velour, and other fine fabrics.

Misses' and Children's Dresses. Dresses and other forms of young ladies' and children's clothing, such as dresses, waists, skirts, blouses, cloaks, and reefers, are manufactured by firms in this trade. The fabrics used are woolen, worsted, cotton and silk crepe, percale, gingham, lawn, serge, flannelette, foulard, blanket cloth, ratine, eponge, and pique.

Muslin Underwear. The range of garments in the underwear industry includes slips, panties, drawers, corset covers, corsets, girdles, nightgowns, brassieres, bandeaus, and all other forms of women's underwear. The articles produced are made from cotton, cambric, nainsook, silk, chiffon, crepes, etc.

House Dresses and Kimonos. The manufacturers of these garments produce housedresses, kimonos, and aprons, both of inexpensive and expensive grades. The fabrics used are

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Woolen Underwear. The range of garments in the underwear industry includes alps, panties, drawers, corset covers, corsets, girdles, nightgowns, brassieres, bandages, and all other forms of women's underwear. The articles produced are made from cotton, cambric, muslin, silk, chiffon, crepes, etc.

House Dresses and Kimonos. The manufacturers of these

garments produce house-dresses, kimonos, and aprons, both of inexpensive and expensive grades. The fabrics used are

gingham, calicoes, cotton and silk crepe, percale, lawn, ratine, pique, sponge, blanket cloth, flannelettes, foulards, serge, and cashmere.

The common occupations and crafts of the workers in the ladies' garment industry are designing, cutting, operating, basting, finishing, pressing, buttonhole making, cleaning, and examining.

The first person involved in the process of manufacturing a garment is the designer. "The designer is the autocrat of the industry,"⁶ for he is the most skilled worker. The responsibility for planning garments that can be sold at a given price rests on the designer, who must develop the style, make the patterns by which the garments are cut, and plan them so as to avoid unnecessary waste of cloth. Novelty is the main requirement in women's clothing and the designer, in this line of work, has a difficult task to invent styles that will sell, and at the same time be economical in the use of materials and labor.⁷ An accomplished tailor (sample-maker) assists the designer by making the garment from beginning to end. The individual must have a very wide knowledge of materials, must be a versatile drafter of patterns and have a discriminating appreciation of style.

The cutter, like the designer, is also very skilled. His job is the most responsible of all, since not only the

6. Edna Bryner, The Garment Trades, p. 30

7. Edna Bryner, The Garment Trades, p. 31

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8. Edna Bryner, The Garment Trades, p. 39.
 7. Edna Bryner, The Garment Trades, p. 31.

fit and the appearance of the garment depends upon him, but also the cost, insofar as his ability to lay out his pattern economically determine the amount of cloth that is consumed.

Sample making is the making of sample garments from models furnished by the designer. The making of samples occupies a small number of workers for a short time at the beginning of the season, the workers being temporarily recruited from among the more expert workers.

Operating consists of sewing the parts of the garment together by machine as they come from the cutting department. Being one of the less skilled occupations, it includes mostly inexperienced workers.

Basting, done mostly by females, consists of roughly sewing together by hand the partly finished garment, for the purpose of placing it on a dummy figure, or on a living model, so that careful examination may be made of the character of work at various stages of manufacture.

Finishing is that part of the sewing on the garment which has to be done by hand. Finishers sew on hooks, eyes, buttons, belts, etc.

Pressing consists of pressing out the seams and various parts of the garment with a pressing machine, after they have been sewed together by the operator. This excludes the part presser, who is required to press out pieces, such as sleeves, pockets, collars, cuffs, and belts. The under-presser presses the garment before it is lined. The upper-presser, who is not

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only the most skilled of the three, but one of the most skilled in the whole process of manufacture, presses the finished garment, shaping and molding it into the finished product.

Buttonhole making is, more or less, a skillful occupation. It is the process of making buttonholes on the garment. The skill of the buttonhole maker depends on his ability to space properly the holes on the garment, and to operate the machine, which is a very difficult one.

Cleaning is the least skilled of all the occupations. It is done by inexperienced girls, who cut off loose threads with scissors, and, when necessary, sponge and remove spots from the finished garment.

Examining is the last step in the process of manufacture. It consists of inspecting the garments after they have been finished, in order to see that they fit the figure and that the measurements of the waistline are correct. They also see to it that the corresponding parts match and that there is no flaw in the work of the different individuals who made the garments.

A worker may become very proficient in some of these occupations within a year. However, designing, cutting, and upper-pressing require a great deal of skill and training for perfection, and they involve a period of apprenticeship.

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All of these occupations and crafts make up the daily work of the human elements who, in most cases, are affiliated

with the Union, which, in turn, bases its craft locals upon the occupations of the workers.

One of the most significant contributions of the ILWU to the American labor movement has been its pioneer work in the field of workers' education. The International blazed the trail that was followed by other progressive labor organizations. The road entered upon by the Ladies' Central Workers' Union more than twenty years ago was followed by others before the first ten years were over. Thus, the International was able to focus the attention of the entire labor movement on the new goal of education for the workers.

Before 1914 educational work was sporadic. It was conducted on an unorganized basis through the early years of the Union. The necessity for having properly trained and educated young people within the industry and the Union was recognized by many people, both in and out of this gigantic labor organization. The first step to organize education was suggested by Louis W. Brandeis and others during the early period of protest. They advised an educational campaign to educate the "uneducated" and to educate the workers about the new profession.

In 1914, at the Cleveland Convention, it was decided that education of a more solid nature and better preparation was necessary, instead of agitation and propaganda, which had pre-

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CHAPTER VI

EDUCATION

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1. Fannie M. Gorn (personal notes)

viously been the main features of their program. A committee of seven was appointed to work out an educational plan. The convention appropriated \$1500 for educational work.² This was the beginning of the present educational work of the International.

In the next two years the ground work was laid. The committee made an arrangement with the Rand School of Social Science for a course of studies in trade unionism, methods of labor organization, and English, but, after a short time, the arrangement was discontinued because of lack of interest.

However, many local unions increased their activity along independent educational lines. Local 25, the New York Waist and Dressmakers' Union, obtained from the New York Board of Education the use of Public School 63 for the evenings, and there they conducted weekly concerts and lectures. In the spring of 1915 this local engaged a director of education, Miss Juliet S. Poyntz, instructor in History at Barnard College of Columbia University. Miss Poyntz brought several of her ideas into practice. She extended recreational work of the local throughout the summer by establishing a summer vacation centre at Pine Hill, under the name of Unity House. She also established systematic courses in English and Physical Training, in addition to the popular lectures and concerts at the public school, which was called Unity Center.

2. Convention proceedings, 1914.

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Other locals, witnessing the success of Local 25, undertook educational work in the forms of lecture courses. Circulating libraries and concerts were also used. The experience of these locals and the International between 1914-1916 paved the way for the adoption at the Philadelphia Convention in 1916 of a comprehensive educational plan with an appropriation of \$5000 to carry it out. This plan envisaged two aims: "firstly, the enlightenment of 'the great masses' of the International upon general labor questions" and "on the functions, aims, possibilities, and limitations of trade organization;" and secondly, "the creation of a 'regular course' for the training of the ablest men and women of the organization 'for duties as officers'."³ Professor Charles A. Beard of Columbia University was a member of this planning board and suggested the establishment of a similar institution to that of Ruskin College in England, of which he was one of the founders.

The convention appointed a general education committee of five to supervise the work of the locals, who, in turn, were to organize their own educational committees. The convention also provided for the appointment of a paid educational director by the General Executive Board.⁴

In 1917, the Educational Departments of the International were established, with Juliet S. Poyntz as Educational

3. Louis Levine, Women's Garment Workers, p. 488

4. Louis Levine, Women's Garment Workers, p. 489

Other locals, witnessing the success of local 25, under- took educational work in the form of lecture courses. Cir- culating libraries and concerts were also used. The experi- ence of these locals and the international between 1914-1916 paved the way for the adoption at the Philadelphia Convention in 1916 of a comprehensive educational plan with an appropri- ation of \$8000 to carry it out. This plan envisaged two aims: "Firstly, the enlightenment of 'the great masses' of the in- ternational upon general labor questions" and "on the func- tions, aims, possibilities, and limitations of trade organi- zation;" and secondly, "the creation of a 'regular course' for the training of the ablest men and women of the organiza- tion 'for duties as officers'." ³ Professor Charles A. Beard of Columbia University was a member of this planning board and suggested the establishment of a similar institution to that of Ruskin College in England, of which he was one of the founders.

The convention appointed a general education committee of five to supervise the work of the locals, who, in turn, were to organize their own educational committees. The con- vention also provided for the appointment of a paid educa- tional director by the General Executive Board. ⁴

In 1917, the Educational Department of the International were established, with Juliet S. Poynter as Educational

3. Louis Levine, Women's Garment Workers, p. 488
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Director and Fannia M. Cohn, one of the most outstanding individuals of the International, as Secretary. During the winter of 1917-1918, four public schools were obtained from the New York City Board of Education to be used as Unity Centers for popular lectures and courses, as well as for meetings and social gatherings. On January 4, 1918, the Workers' University was opened at the Washington Irving High School, with a curriculum of four systematic courses in labor problems, industrial economics, American government and history. The Educational Department also helped to organize the educational activities of the locals in Boston.

At the Convention of 1918 in Boston, the work of the Educational Department was highly commended. A special assessment of ten cents was levied on every member of the International for educational purposes, and the appropriation was increased from \$5000 to \$10,000.

Fannia M. Cohn was appointed Executive Secretary of the Educational Department, and, upon the resignation of Juliet S. Poyntz, she assumed the directorship. In 1920 the annual appropriation was raised to \$15,000 by the Chicago Convention, and, in 1922, at the Cleveland Convention, \$17,500 was appropriated.

The American Federation of Labor, at its 1919 convention, commended and endorsed the work of the ILGWU in the field of education, and suggested that all A. F. of L. members follow in the path blazed by the International.

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The educational system is divided into Unity Centers, Workers' University, and Extension Division.

Unity Center

The Unity Center is the basic organization of the educational system. Classes are held in public school buildings. Inasmuch as many of the workers are of foreign birth, great stress is laid on courses in elementary and advanced English, and in physical training. Teachers were assigned, free of charge, to the International by the New York City Board of Education.

One evening a week is devoted to health, lectures being given by leading physicians. After the lecture, gymnastics and games are played in the gymnasium.

In addition, special courses and lectures were arranged by the International on Psychology, American Literature, American History, Trade Unionism, History of the Labor Movement, Appreciation of Music, History of Civilization, and Current Economic Problems.⁵ These centers are also used for social gatherings.

Workers' University

"While each Unity Center is generally attended by members of the International living in the neighborhood of the Public School where it is held, those members interested in more systematic and specialized studies, take courses at the

5. H. J. Carman, Workers' Education--ILGWU and Workers' Education, p. 8

Workers' University conducted at the Washington Irving High School and at the ILGWU building at 3 West 16th Street, New York City."⁶

Although weighted with the social sciences, the curriculum also consists of courses in Literature, Psychology, Public Speaking, and the like. The instructors, in most cases, are specialists in their field, many of them having attained national prominence. In these courses, the instructors prepare outlines of each lesson and pass out the mimeographed forms. Later the outlines of the lectures are bound and printed in booklet form, so that they may be more widely distributed. Two of these outlines are very outstanding. They are, "Trade Union Policies and Tactics" by David J. Saposs, and "An Outline of the Social and Political History of the United States" by H. H. Carman.

Some of the past and present faculty members of the University are D.J. Saposs, Leo Wolman, H.J. Carman, Charles A. Beard, Paul H. Douglas, J.P. Warbasse, Sylvia Kopald, H.A. Overstreet, J. Drachsler, A.W. Calhoun, C.H. Gehlke, and B.B. Kendrick. Stuart Chase, Otto S. Beyer, Jr., George Soule, Evans Clark, and P.F. Brissenden were special lecturers.⁷

Sessions in the University start in November and end in March. Classes are also held on Saturday afternoon and Sunday

6. H. J. Carman, Workers' Education--ILGWU and Workers' Education, p. 8

7. Report of Educational Activities of ILGWU, submitted by Educational Committee to the General Executive Board, April, 1924

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morning because of seasonal and irregular employment. The sizes of the classes vary from 20 to 150 students.

Extension Division

The educational department was able to reach the more serious members, but it also realized that it must do something for the great masses who could not, or would not, come to the classes. As a result, from 1922-1924 the department developed the Extension Division.

Courses and classes were conducted in many languages, (English, Yiddish, Russian, and Polish) in order that those who could not use English properly could also benefit by the educational program. The Division conducts forums, round table discussions, and classes.⁸

"While the Educational Department was developing the educational activities within the International, it was conscious of its historical role of 'educational missionary' in the general labor movement of the country."⁹ This general movement for workers' education, led by the International, culminated in 1921 in the establishment of the Workers' Education Bureau, the national agency within the trade union movement for the development of workers' education, and Brookwood Labor College, a resident workers' training school at Katonah, New York. The International played a leading role in the organization of these two institutions in the hope that

8. H.J. Carman, Workers' Education, ILGWU and Education, p. 7
 9. Fannia M. Cohn (notes)

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8. E. J. German, Workers' Education, ILGWU and Education, p. 7
9. Rennie M. Cobb (Notes)

thereby it would help to expand the workers' education movement throughout the country. The International also actively participated in the formation of Pioneer Youth of America, organized in 1924 by a group of trade unionists, educators, and parents who realized the importance of an environment in which children can develop initiative and can become acquainted with the social forces at work in our civilization; it also stimulates the development of a better understanding of the organized trade union movement and the place it occupies in our society.¹⁰

As the Educational Department developed with a permanent and stable force, it evolved a definite and clear-cut perception of workers' education which is stated in the following manner:

"We believe that the function of workers' education is to assist in the all important task of making our world a better place for all. The truth is clear, that is, the mission of the workers is to themselves abolish the inequalities and injustices which they suffer, and that they can accomplish this only by organization; but it is equally clear that economic strength is much more effective if directed by intelligent, well informed, clear thinking men and women. Therefore, we arranged activities designed to give the members of the Union those facts of the social sciences which may serve as a basis for sound conclusions, may help create true social and spiritual values, and may train them for active and successful participation in the labor movement, as leaders and workers."¹¹

The Department has adopted the old slogan that "Know-

10. Report of Educational Department to 19th Convention of ILGWU, Boston, May 7, 1928

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The Department has adopted the old slogan that "Know-

10. Report of Educational Department to 18th Convention of ILGWU, Boston, May 7, 1928
11. Convention proceedings, 1928

ledge is Power" with the belief and aim that the aspirations of the workers can be realized only through their own efforts in the economic and educational field. While organization gives them power, education gives them the ability to use that power intelligently and effectively.

"The education offered is planned to accomplish this aim. While some of it is intended to satisfy the intellectual and emotional needs of workers, the main emphasis is laid on what meets their practical needs. The problems of the labor movement are analyzed and clarified by the study of general principles underlying them. In this way it is possible to train fresh energy, new experience and power for the service of the International and the entire Labor Movement of America, and to help members achieve their purposes with the ultimate goal of living a full, rich, and happy life."¹²

Until 1926-1927, the educational work of the organization continued to grow and expand, but in the six or seven years following, the Educational Department was forced to curtail its expenses because of forces outside its control. The internal situation in the Union unfortunately occupied the entire attention of every active person in the organization, and later on the depression following 1929 drained the resources of the Union and forced it to cut down all expenses to the lowest possible limit. The notable fact, however, was that so important did the International consider educational activities that, although many of the other activities of the Union were eliminated altogether in the general retrenchment, the Educational Department was maintained.¹³

12. Report of Educational Committee to Convention of 1928--foreword in all publications of Educational Department.

13. Fannia M. Cohn (notes)

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"The ILGWU, while constantly fighting for improvement of economic conditions of members, at the same time helps their spiritual, intellectual, and artistic, as well as physical development. The members therefore happily support the activities of the Educational Department morally and financially. This explains why, during the most trying period in the history of the organization, when many activities of the Union were destroyed, the Educational Department survived."¹⁴

In 1933, the International again gained power as thousands of workers joined the Union, and reestablished itself as a constructive social force, following the enactment of the National Industrial Recovery Act of 1933. The Educational Department, under the careful guidance and continual hard work of Fannia M. Cohn, again rose to the top in its field of endeavor.

The division now resumed all of its old activities and burst forth with new ones, such as classes in music, visual education, and drama. Social drama was now brought in as a technique for education, with the view in mind that...

"no country can exist without its folk songs and traditions. The Labor Movement, too, must have its song, its pageantry, its theatre, in order to improve and inspire the workers in their daily struggle, and fill them with pride in the achievements of their local unions, their International or National, and with the larger movement as a whole, and finally inspire them to work for a new world."¹⁵

The Committee on Education rehabilitated the whole educational movement within the Union and engaged Mark Starr of

14. Fannia M. Cohn, A New Era Opens for Labor Education, Justice, October 1, 1933

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Brookwood Labor College as Educational Director, while Miss Cohn continued as Secretary of the Division.

From 1934-1936, the educational movement developed to great proportions, working, not only to rebuild the parts, but to build for the future. "When we are about to construct something, we do not think of our immediate needs alone, but plan for the future as well. What we are now building will be appreciated by the generations yet to come."¹⁶

In January, 1936, 157 study classes, 49 athletic groups, 32 gym groups, 38 music groups, and 16 dramatic groups were actively engaged in the work of their respective fields, and seven members of the International were attending Brookwood Labor College with scholarships from the Union.¹⁷

The educational policy has been very progressive and successful, and the International has been very liberal and unselfish by allowing other unions and groups to use their facilities unsparingly. The Department, I believe, has been so successful because the program is very attractive to the worker, since it is based on the needs of the worker.

"The influence of the International, through the work of the Educational Department, is continually growing. It has grown to be a center of information for the labor movement as well as for the higher educational institutions. The labor movement is looking to the Educational Department for inspiration in social and educational activities. The department is being consulted by college and university students for infor-

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Thus, the department has gained prominence as a leader in workers' education and as a source of information for others who are not affiliated with the labor movement, as well as those who are associated with the movement.

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As the ILGWU pioneered in the educational field, so it is pioneer in the field of recreation and health--in bringing amusements, entertainment, sports, relaxation, diversion, solace, and medical attention to the worker and to his family. The International is working on the theory that it cannot become strengthened merely through economic gains, but by virtue of the idealism and solidarity fostered by cultural activity.¹

Great strides have been taken along recreational lines. The movement contains all kinds of entertainment and diversified work, such as dramatics, orchestras, choruses, theatre parties, socials, clubwork, radio, and motion picture work. Various athletic leagues have been formed. The Union now

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CHAPTER VII

HEALTH AND RECREATION

The International has taken great strides in the furthering of a health and recreation movement. Throughout the years, it has strived to develop, not only the mind of the worker, but also his physical makeup. They have realized that there is truth and force to the old saying, "Man does not live by bread alone," and so they have endeavored to give the worker recreational activities to offset his economic worries. They have established health centers, so that the workers might keep themselves physically fit, in order that they might have the benefits of proper medical attention.

As the ILGWU pioneered in the educational field, so did it pioneer in the field of recreation and health--in bringing amusements, entertainment, sports, relaxation, diversion, solace, and medical attention to the service of labor. The International is working on the theory that it cannot become strengthened merely through economic gains, but by virtue of the idealism and solidarity fostered by cultural activity.¹

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runs basketball, baseball, and soccer leagues, in which teams of the many locals participate. As an added incentive many trophies are granted to the winning groups.

The development of recreational activity started along with the movement for workers' education within the Union, as education and recreation work go hand in hand with one another. When Miss Juliet S. Poyntz became educational director in 1915, one of her main ideas was to extend recreational work by organizing a summer vacation center which the members could use for their summer vacations, thus obtaining pleasant surroundings at a low cost.

In the summer of 1915 a house accommodating fifty persons was rented in Pine Hill, New York by Local 25, and opened up as a summer vacation home, under the name of Unity House. During 1918-1920 three Unity Houses and one Unity Camp were conducted by four locals of the International. However, these were later abandoned during the time of internal conflict within the Union ranks. But the Forest Park Unity House, near Stroudsburg, Pennsylvania, has been maintained and carried on through the years. This house is owned and operated by the International, and is conducted on a non-profit basis. It was bought from the original owners because they were unable to maintain it. It was formerly a summer resort for the very wealthy.

The Unity House has a large central house and many cottages, which are equipped with all modern conveniences. The

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grounds include 750 acres of woodland and hills, and a lake 70 acres long. There are swimming docks and boats, billiard rooms, bowling alleys, tennis courts, baseball grounds, and saddle horses.² Miss Maud Gurman, business agent of the Boston Joint Board, spent a couple of weeks there in the summer of 1935 and she says that never had she had a better time or seen better facilities than at the Unity House. "For two weeks, I lived like a queen, on a working girl's salary."³

With the Unity House as the center of activity in the summer and the Unity Center in the winter, the recreational work is carried on under the direction of the Educational Department. Dances, hikes, excursions, visits to museums, and theatre parties are conducted through the medium of the centers. Expert instructors have been engaged to supervise all forms of physical exercise, such as swimming, basketball, baseball, and other sports. Teachers have been engaged for dramatics, music, and orchestral groups.

Recreational activities have been made so attractive that many workers spend long delightful evenings in the established recreation centers.

Health

The first step in the health movement of the International was undertaken by the Joint Board of Sanitary Control, which was established by the Protocol. Through the earnest

2. Forest Park Unity House circular

3. Miss Maud Gurman, personal interview

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efforts of Dr. George M. Price, a medical and health center was founded under the jurisdiction of the Sanitary Board. This was the result of an investigation made by the United States Public Health Service under the direction of Dr. J.W. Schereschewsky. He found that preliminary tuberculosis and other diseases were prevalent among the workers. Pyorrhea and defective teeth were very common.⁴ Dr. Price, knowing the situation to be serious, asked the locals to help establish a medical center.

In 1919, the locals which were supporting this center decided to separate it from the Joint Board of Sanitary Control and established the Union Health Center. This center has many departments--medical, dental, drug, physio-therapeutic, x-ray, and optical.

For years the Center was maintained by the locals, but in 1934 it was taken over by the International to insure its financial stability. The medical department of the Union Health Center supervises the examinations of members for their sick and disability benefits, which the Union gives to those in need.

The Center is operated on a non-profit basis, and is under the direction of a well-known physician, who is a specialist in industrial hygiene. In addition to providing medical and dental care at low rates to the workers and their

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4. Dr. J.W. Schereschewsky, Studies in Vocational Diseases

families, the Union Health Center aims to give health information, and to instill and spread among the workers a health consciousness, and to instruct them in preventive measures. This is being achieved through health discussions and pamphlets issued by the Center and the Educational Department.

The Union has also established many benefits, such as sick, accident, and disability. This benefit system is maintained for the protection of workers and their families in case of serious illness, and the like. If an individual is unable to go to work because of physical incapacities, the Union pays to the member a certain amount for maintenance.

Not only has the International pioneered in the field of recreation and health, but for many years they were the only labor organization to maintain recreational and health centers. Not only have they a Unity House and the Union Health Center, but they contribute to the support of a Tuberculosis Home for Workers in Denver, Colorado.

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CHAPTER VIII

PRESS AND PERIODICALS

The International Ladies' Garment Workers' Union and other labor organizations were forced to develop their own newspapers because of hostility to the labor movement by the newspapers of the day.

A newspaper prints in its columns news which appeals to its readers, thus the "yellow journals" cater to one group and the more conservative papers appeal to another group. However, even if news regarding the labor movement did appeal to the reader, there is another factor which did not allow the majority of the newspapers to print anything favoring labor, even if the newspaper were in sympathy with the movement.

The existence of a newspaper depends upon the money received from advertising more than on that received from the sale of the paper. The advertiser is usually a capitalist, and his heavy support of the paper allows him to practically dictate to the paper the policy that it must follow. The mobilization of advertisers through chambers of commerce, employers' associations, and their numerable ramifications lay pressure on the newspaper. If the latter were to favor or print something that was not approved by these groups, advertisements would be withdrawn and the paper would collapse. As a result, in order to keep in circulation, the papers of

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the early part of the twentieth century published only sensational and adverse labor news, such as the trial and jailing of Eugene V. Debs and other socialistic and labor leaders. Minor and favorable news was suppressed completely, but today labor news of all forms is given favorable publicity, because labor has attained a more favorable position than formerly.

Thus, in the early 1900's, labor unions were forced to establish their own journals in place of the papers which were hostile to their activities. Many of the papers then established are still in existence today.

In the needle trades, a Jewish newspaper was necessary, since the majority of the workers were immigrants and could not read English. In the '80's, two Jewish newspapers were established in New York, the Yiddishe Gazetten, and the New York Zeitung. Both were hostile to the radicalism of the workers, and, as a result, did not gain power in the garment centers.

In 1886 Abraham Cahan and Chaim Rayefsky made an unsuccessful attempt to issue a paper representing the Socialist and Labor points of view.

The New York Yiddishe Volke Zeitung, a weekly, appeared in June, 1886, and lasted three and a half years. It supported the Socialist movement and was loyal to the United Hebrew Trades. A great deal of space was devoted to the natural sciences and education. It is recognized as the pioneer

the early part of the twentieth century produced only sectional and adverse labor laws, such as the child and anti-union laws of Eugene V. Debs and other socialists and labor leaders. Minor and favorable laws were suppressed completely. Today labor laws of all forms are given favorable publicity because labor has attained a more favorable position than formerly.

Then, in the early 1930's, labor unions were forced to establish their own journals in place of the papers which were hostile to their activities. Many of the papers then established are still in existence today.

In the middle thirties, a Jewish newspaper was necessary along the majority of the workers were immigrants and could not read English. In the U.S., the Jewish newspaper was established in New York, the Jewish Worker, and the New York Daily Worker. Both were hostile to the activities of the

workers, and as a result, did not gain power in the Communist Party. In 1935, the Jewish Worker and the Daily Worker made an attempt to attract to them a paper representing the Socialist and labor groups of New York.

In 1936, the Jewish Worker and the Daily Worker, announced in June, 1936, and later, in a full year, in 1937, the Jewish Worker and the Daily Worker were joined in the United States. A great deal of money was devoted to the new and colorful and energetic. It is recognized as the Jewish

general Yiddish newspaper. It included both Socialist and educational features, which are characteristic of the labor organs of the needle trades.¹

In March, 1890, the organized Socialists, after splitting with the Anarchists, founded a weekly, the Arbeiter Zeitung, recognized as the official organ of the United Hebrew Trades. The same group established an evening daily, the Abendblatt, which lasted from 1894-1902.

In 1897, the Jewish-speaking members of the Socialist party established the Jewish Daily Forward. Its first five years of existence were precarious, but in 1902 it became the recognized paper among the Jewish-speaking workers. In 1902, the circulation was approximately 18,000, but in 1936 its daily circulation is well over 300,000. The Forward is not only a Socialist paper, but a labor paper, and it devotes as much space to labor, especially the needle trades, as it does to the Socialist movement.²

The Forward had some competitors, sponsored by rival parties, but they did not last very long. In 1908, the New York Call, a socialist newspaper in English, was begun. The Call is to the English-speaking members of the clothing trades what the Forward is to the Yiddish-speaking members.

When the labor unions in the clothing trades grew stronger, the general press could not satisfy their needs any long-

1. Budish and Soule, New Unionism, p. 240
 2. Budish and Soule, New Unionism, p. 243

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2. Briefing and Soule, New Unionism, p. 243.

er, so they resorted to their own publications. Many of the locals of the International issued their own periodicals. The Cloakmakers, in 1905, established The Cloakmaker which lasted a few months, but, in 1910, it was revived under the name of the Naye Post. The Waist and Dressmakers published Gleichheit. The cutters' local published the Ladies' Garment Cutter. The Ladies' Garment Worker, a monthly, and Der Wecker were the organs of the International.

On January 1, 1919, all the local publications and the organs of the International were merged into the new weekly which was issued by the International. This weekly is issued in three languages--English, Jewish, and Italian. The names of these journals are Justice (English), Gerechtegkeit (Jewish), and Giustizia (Italian). S. Yanofsky, the veteran labor journalist, was appointed general editor, and Max Danish, managing editor.

Justice, since 1919, has been the official organ of the International. The three papers are in themselves an important educational step in the life of the International. The papers not only carry the news of the industry and the organization, but the news of the general labor movement of America and Europe. Special pages are devoted to education, recreation, health, literary and dramatic reviews, and to reviews of books on economics, politics, and history. The editorial page of the papers represent the official point of view of the International.

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3. Louis Levine, Women's Garment Workers

With the advent of the sewing machine, the industry changed from custom-made to ready-made manufacture. The factory system, however, brought in the characteristic evils of the industry, such as the contracting and sweated systems. Workers in the industry are handicapped by poor conditions, seasonal fluctuations, and the jobber-contractor system.

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SUMMARY

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Chapter III. Left Wingism and Communism disrupted the Union internally, and, for a period of six years, the work of the Communists hampered the International so much that it lost all its power. However, the radical elements were finally driven out and the Union leaders breathed new life into the organization.

Chapter IV. The philosophy of the International is based on the needs of the worker. The structure of the organization is based on local unions, the Joint Boards of local unions, and the central body, the I.L.G.W.U. These organizations are governed by the biennial convention and the General Executive Board, which consists of all the officers of the International. Union strategy depends upon the major weapons of labor--the strike (picketing and boycotts) and collective bargaining.

Chapter V. The human element in the industry is composed of Jews, Italians, and a few minority groups. The industry is dominated by the Jews, who are far greater in number than the Italians. The occupations of the workers are designing, cutting, pressing, operating, finishing, etc.

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APPENDIX A

THE ADOPTION OF THE PROTOCOL

The principles of this Protocol were adopted after an earnest discussion of over two weeks. At the time the strike in the Dress and Waist industry was declared, the Manufacturers' Association had been forced for the purpose of regulating what it thought were unjust demands with regard to increase of wages and the reduction of conditions that existed in the minds of employers and of the public, and not in the minds of the public as a whole. The fact that the strike was conducted with great dignity in the city forced us to recognize the opinion that it was called for the usual purposes charged to unions; namely, their selfish benefits, regardless of their employers' interests.

A committee representing the Manufacturers, and Mr. A. Kneppner, chiefly representing the International Ladies' Garment Workers' Union, met for the purpose of arbitrating all differences. They agreed upon the principles of the Protocol, the Manufacturers thus revealing the policy of a concession. It was decided that the method of the adopted between the employers and employees, that prosperity and peace might obtain, and satisfaction be rendered to the public. The committee worked faithfully; both sides were urged to modify their respective demands, and meetings were held, often far into the night, with commendable patience and calmness.

APPENDICES

The clock and suit industry in New York has been governed by the Protocol for nearly three years. The Dress and Waist industry in New York adopted it. The clock and suit industry in Boston took up the idea a few weeks ago, and we, realizing the experience of others may be worthily followed, have agreed to adopt the principles herein set forth, with the hope that what has proven wise from the experience of others, and of ourselves by the attitude of the employees through the unions, most unexpected benefits may be attained in our industry.

The least that can be said for this method is that it is worthy of a fair trial here. If it is true that the rights of employees have not always been regarded, that their interests have often been overlooked, that their labor has not always been fully paid for, and their grievances ignored, then this system, involving as it does industrial arbitration by a board consisting of a grievance committee, an arbitration board and

1. By Herman Feffer, President of the Boston Dress and Waist Manufacturers' Association

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A committee representing the Manufacturers, and Mr. A. Rosenberg, chiefly representing the International Ladies' Garment Workers' Union, met for the purpose of arbitrating all differences. They agreed upon the principles of the Protocol, the Manufacturers thus reversing the policy of a generation. It was conceded that newer methods must be adopted between the employers and employees, that prosperity and peace might obtain, and satisfaction be rendered to the public. The committee worked faithfully; both sides were urged to modify their respective demands, and meetings were held, often far into the night, with commendable patience and calmness.

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board of sanitary control, will eventually improve conditions, and the Protocol will finally "prove itself."

The Manufacturers have reorganized their association to the end that the principles of the Protocol may be better understood, and with the added purpose of making it effective; that proper discipline within its ranks may be enforced; and that it may adopt newer ideas and methods, not only for the benefit of employees, not only for the enhancement of the industry itself, but for the benefit of the great public. They are Boston men, and loyal citizens of Boston; and they earnestly desire to take an active part in the wonderful progress Boston is now making in every commercial direction. They desire to assist the development of Boston in every manner, and one way is by generating absolute confidence and trust between employers and employees. If the principles and the machinery of the Protocol shall work well here, then we believe that a solution of many troubles in the labor world, will have been found. Absolute good faith by both parties to this agreement must be exercised. The best motives must be imputed to each; and when grave situations arise even under this agreement, they must be met wisely and courageously. The principles of this agreement are like those of a constitution.

Louis D. Brandeis, Esq., that great constructive lawyer, is entitled to much gratitude for the interest he took during the progress of the difficulty, as well as in the strikes in New York, of which the Protocol is the result.

Mr. A. Lincoln Filene and Mr. E. A. Filene, two of Boston's greatest merchants, are entitled to unbounded credit for their sincerity and labor in behalf of arbitration between the employers and employees, and for the great public spirit manifested by their assistance.

Meyer Bloomfield, Esq., and Phillip Davis, Esq., of Boston, both of the Civic Service House, rendered valuable and efficient service which is now duly appreciated; and we are indebted to our counsel, Leon R. Eyges, Esq., who labored hard to advise both sides of the benefits of the agreement as is now adopted, and who did much to modify the economic views of the Manufacturers, and to suggest the duties which present-day problems have imposed upon them in their dealings with their employees.

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Personally I feel that we have entered a new era of industrial arbitration, and this Protocol is its basis.

Agreement entered into this 15th day of March, 1913, between THE BOSTON DRESS AND WAIST MAKERS' ASSOCIATION (hereinafter called the "Manufacturers") and the INTERNATIONAL LADIES' GARMENT WORKERS' UNION, HERMAN FEFFER, the CLOAK AND SKIRT MAKERS' UNION, Local No. 66, PRESSERS' UNION, Local No. 18, CUTTERS' UNION, Local No. 70, and WAIST AND DRESS MAKERS' UNION, Local No. 49 (hereinafter called the "Unions").

Respectfully,

HERMAN FEFFER

Whereas differences have arisen between the Manufacturers and their employees who are members of the Unions with regard to various matters, and it is now desired by the parties hereto to arrive at an understanding with regard to the future relations between the Manufacturers and their employees, it is therefore stipulated as follows:

First: There shall be no time contracts with individual shop employees, except foremen, designers, and pattern graders. No deposit shall be exacted from any employee, and any deposit now held shall be returned.

Second: No employee shall be discharged for his or her activity in the Union. A member of the Union illegally discharged shall be refunded for loss of time. The Manufacturers will discipline any member thereof proven guilty of unfair discrimination among his employees. Both the Manufacturers and the Unions agree that they will discipline any of their members who are guilty of a violation of the provisions of this agreement.

Third: The Manufacturers will establish a regular weekly pay day, Saturday or Monday to be the pay day, and they will pay for labor in cash, and each piece worker will be paid on the regular pay day for all work delivered as soon as his work is inspected and approved, which shall be within a reasonable time.

Fourth: All sub-contracting within shops shall be abolished. No team work or so-called "corporation system" shall be allowed. Each member must work directly for and be paid by the employer.

Fifth: The following schedule of the standard minimum weekly scale of wages shall be observed:

Cutters	\$24 per week
Pressers	\$20 per week
Under-Pressers	\$18 per week

Personally I feel that we have entered a new era of in-
dustrial civilization, and this Protocol is its basis.

Respectfully,

HERMAN FETTER

PROTOCOL

Agreement entered into this 15th day of March, 1913, between THE BOSTON DRESS AND WAIST MANUFACTURERS' ASSOCIATION (hereinafter called the "Manufacturers") and the INTERNATIONAL LADIES' GARMENT WORKERS' UNION, representing the CLOAK AND SKIRT MAKERS' UNION, Local No. 56, PRESSERS' UNION, Local No. 12, CUTTERS' UNION, Local No. 73, and WAIST AND DRESS MAKERS' UNION, Local No. 49 (hereinafter called the "Unions").

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PROTOCOL

Agreement entered into this 15th day of March, 1913, between THE BOSTON DRESS AND WAIST MANUFACTURERS' ASSOCIATION (hereinafter called the "Manufacturers") and the INTERNATIONAL LADIES' GARMENT WORKERS' UNION, representing the CLOAK AND SKIRT MAKERS' UNION, Local No. 55, PRESSERS' UNION, Local No. 12, CUTTERS' UNION, Local No. 73, and WAIST AND DRESS MAKERS' UNION, Local No. 49 (hereinafter called the "Union").

Whereas differences have arisen between the Manufacturers and their employees who are members of the Union with regard to various matters, and it is now desired by the parties hereto to arrive at an understanding with regard to the future relations between the Manufacturers and their employees, it is therefore stipulated as follows:

First: There shall be no time contracts with individual shop employees, except foremen, designers, and pattern graders. No deposit shall be exacted from any employee, and any deposit now held shall be returned.

Second: No employee shall be discharged for his or her activity in the Union. A member of the Union illegally discharged shall be refunded for loss of time. The Manufacturers will discipline any member thereof proven guilty of unfair discrimination among his employees. Both the Manufacturers and the Union agree that they will discipline any of their members who are guilty of a violation of the provisions of this agreement.

Third: The Manufacturers will establish a regular weekly pay day, Saturday or Monday to be the pay day, and they will pay for labor in cash, and each piece worker will be paid on the regular pay day for all work delivered as soon as his work is inspected and approved, which shall be within a reasonable time.

Fourth: All sub-contracting within shops shall be abolished. No team work or so-called "corporation system" shall be allowed. Each member must work directly for and be paid by the employer.

Fifth: The following schedule of the standard minimum weekly scale of wages shall be observed:

Cutters	\$.84 per week
Pressers	\$.80 per week
Under-Pressers	\$.76 per week

No employee shall receive less than \$6 per week as a minimum wage.

During the dull season, when there is not sufficient work to employ all workers full time, all work in the factory shall be equally distributed among all hands in the various branches of the above locals respectively as far as practical.

Sixth: As to piece work, the price to be paid shall be as agreed upon by the committee of the employees in each shop and their employers.

The chairman of said price committee shall act as representative of the employees in their dealing with the employer. No employee working by the piece shall be expected to work on any garment until the price for such work shall have been agreed upon.

A list of piece prices shall be posted in a conspicuous place in every shop of the association.

All workers (piece workers) shall be furnished with small notebooks, wherein shall be recorded all work made and delivered and prices attached thereto.

Seventh: The weekly hours of labor shall consist of fifty (50) in six (6) working days during the nine (9) months commencing September 1 in each year. Nine (9) hours on all days except Saturday, which shall consist of five (5) hours only. During the remaining three (3) months, namely, June, July, and August, weekly hours shall consist of forty-nine (49) in six (6) work days; to wit, nine (9) hours on all days except Saturday, and four (4) hours on that day.

Eighth: Overtime work shall be limited to not more than four hours per week, with the exception of cutters and pressers, who shall be limited to not more than six hours per week. No overtime work shall be permitted on Saturday.

Ninth: For overtime work all week workers shall receive one and one-half (1 1-2) the usual pay.

Tenth: No one part of work shall be made by two systems, meaning week and piece work.

Eleventh: The Union representative of a duly elected committee, accompanied by a representative appointed by the Manufacturers' Association, shall be allowed to visit shops at all reasonable times to ascertain whether Union conditions are observed.

No employee shall receive less than \$6 per week as a minimum wage.

During the Gulf season, when there is not sufficient work to employ all workers full time, all work in the factory shall be equally distributed among all hands in the various branches of the above locale respectively as far as practical.

Sixth: As to piece work, the price to be paid shall be as agreed upon by the committee of the employees in each shop and their employers.

The chairman of said price committee shall act as representative of the employees in their dealing with the employer. No employee working by the piece shall be expected to work on any garment until the price for such work shall have been agreed upon.

A list of piece prices shall be posted in a conspicuous place in every shop of the association.

All workers (piece workers) shall be furnished with small notebooks, wherein shall be recorded all work made and delivered and prices attached thereto.

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Eighth: Overtime work shall be limited to not more than four hours per week, with the exception of overtime and piece work, who shall be limited to not more than six hours per week. No overtime work shall be permitted on Saturday.

Ninth: For overtime work all week workers shall receive one and one-half (1 1/2) the usual pay.

Tenth: No one part of work shall be made by two systems, meaning week and piece work.

Eleventh: The Union representative of a duly elected committee, recommended by a representative appointed by the Manufacturers' Association, shall be allowed to visit shops at all reasonable times to ascertain whether Union conditions are observed.

Twelfth: Each member of the Manufacturers is to maintain a Union Shop; "Union Shop" being understood to refer to a shop where Union standards as to working conditions, hours of labor and rates of wages as herein stipulated prevail, and where, when hiring help, Union men are preferred, it being recognized that since there are differences in degrees of skill among those employed in the trade, employers shall have freedom of selection as between one Union man and another, and shall not be confined to any list nor bound to follow any prescribed order whatever.

Thirteenth: The Manufacturers declare their belief in the Union, and that all who desire its benefit should share in its burdens.

Fourteenth: The parties hereto establish a Joint Board of Sanitary Control, to consist of three members composed of one nominee of the Manufacturers, one nominee of the Unions, and one nominee who will represent the public. Said Board is empowered to establish standards of sanitary conditions to which the Manufacturers and the Unions shall be committed, and the Manufacturers and the Unions obligate themselves to maintain such standards to the best of their ability and to the full extent of their power.

Fifteenth: The parties hereto establish a Board of Arbitration, to consist of three members, composed of one nominee of the Manufacturers, one nominee of the Unions, and one representative to be selected by the Manufacturers and the Unions jointly.

Sixteenth: To such Board shall be submitted any differences hereafter arising between the parties hereto or between any of the members of the Manufacturers and any of the members of the Unions, and a decision of such Board of Arbitration shall be accepted as final and conclusive between the parties to such controversy.

Seventeenth: In the event of any dispute arising between the Manufacturers and the Unions, or between any members of the Manufacturers and the Unions, the parties to this Protocol agree that there shall be no strike or lockout concerning such matters in controversy until full opportunity shall have been given for the submission of such matters to said Board of Arbitration, and, in the event of a determination of said controversy by said Board of Arbitration, only in the event of a failure to accede to the determination of said Board.

Eighteenth: The parties hereby establish a Committee on Grievances, consisting of six members, composed as follows:

Article 1. Each member of the Association shall be a natural person who, by reason of his or her position, has a direct and effective interest in the promotion of the welfare of the community and who, by reason of his or her position, is in a position to contribute to the promotion of the welfare of the community.

Article 2. The Association shall be a body corporate with perpetual succession and shall have the capacity to sue and be sued in its own name.

Article 3. The Association shall have the power to acquire, hold, dispose of, and manage real and personal property, to enter into contracts, to borrow money, and to do all such other acts and things as may be necessary or expedient for the purposes of the Association.

Article 4. The Association shall have the power to make and alter its rules and regulations, and to do all such other acts and things as may be necessary or expedient for the purposes of the Association.

Article 5. The Association shall have the power to make and alter its rules and regulations, and to do all such other acts and things as may be necessary or expedient for the purposes of the Association.

Article 6. The Association shall have the power to make and alter its rules and regulations, and to do all such other acts and things as may be necessary or expedient for the purposes of the Association.

Article 7. The Association shall have the power to make and alter its rules and regulations, and to do all such other acts and things as may be necessary or expedient for the purposes of the Association.

Three (3) to be named by the Manufacturers and three (3) by the Unions. To said committee shall be submitted all grievances arising in connection with the real relations between the Manufacturers and their employees. The decisions of such committee or majority thereof shall be final. If there is a tie vote in said committee, the question at issue may be appealed to the Board of Arbitration.

Nineteenth: In the event of any vacancy in the aforesaid Boards or in the aforesaid committees by reason of death, resignation or disability of any of the members thereof, such vacancy in respect to any appointee by the Manufacturers and Unions respectively shall be filled by the body originally designating the person with respect to whom such vacancy shall occur. In the event that such vacancy shall occur among the representatives of the public on such Boards, such vacancy shall be filled in the same manner as the original appointment.

Twentieth: Upon application in writing by either the Manufacturers or the Unions, future conferences may be called to discuss any matters which may be declared necessary for the benefit of the parties hereto.

In witness thereof the parties hereunto affix their signatures, being duly authorized thereunto.

BOSTON DRESS AND WAIST
MANUFACTURERS' ASSOCIATION

By Herman Feffer,
President.

INTERNATIONAL LADIES' GARMENT
WORKERS' UNION

By Abraham Rosenberg,
President.

Three (3) to be named by the Manufacturers and three (3) by the Union. To said committee shall be submitted all grievances arising in connection with the real relations between the Manufacturers and their employees. The decision of such committee on matters thereof shall be final. If there is a tie vote in said committee, the question at issue may be referred to the Board of Arbitration.

Minuten: In the event of any vacancy in the above said Board or in the aforesaid committee by reason of death, resignation or disability of any of the members thereof, such vacancy in respect to any appointment by the Manufacturers and Union respectively shall be filled by the body originally designating the person with respect to whom such vacancy shall occur. In the event that such vacancy shall occur among the representatives of the public or such Boards, such vacancy shall be filled in the same manner as the original appoint- ment.

Twentieth: Upon application in writing by either the Manufacturers or the Union, future conferences may be called to discuss any matters which may be declared necessary for the benefit of the parties hereto.

In witness thereof the parties hereto affix their signatures, being duly authorized thereunto.

BOSTON DRESS AND TRIM
MANUFACTURERS' ASSOCIATION

By Herman Keller,
President.

INTERNATIONAL LADIES' GARMENT
WORKERS' UNION

By Abraham Rosenberg,
President.

APPENDIX B

U. S. Department of Commerce, Bureau of the
Census, Washington, Census of Manufacturers: 1933*

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WOMEN'S CLOTHING

The total value of all products made by establishments engaged primarily in the manufacture of women's and children's clothing in 1933 amounted to \$846,424,000 (at f.o.b. factory prices), as against \$1, 292,253,000 reported for 1931 (the last preceding census year) and \$1,709,581,000 for 1929. The more important items which contributed to the total for 1933 are as follows. Women's, misses' and juniors' one-piece dresses, \$376,480,000; separate coats, \$149,267,000; woven fabric underwear, \$68,219,000; children's dresses, \$29,406,000 children's coats, \$13,231,000.

Statistics for 1933, with comparative figures for earlier years, are given in the following tables. (In the first issue of this pamphlet only preliminary estimates were available.)

SUMMARY FOR THE INDUSTRY AND ITS BRANCHES

<u>All Factories</u>	<u>1933</u>	<u>1931</u>	<u>1929</u>
Number of establishments	5,350	7,046	8,082
Wage Earners (average for the year)*	159,832	173,890	187,500
Wages	\$127,418,000	\$ 189,187,417	\$ 243,851,143
Cost of materials, fuel, and purchased electric energy	456,424,000	704,258,591	934,413,683
Value of products	846,300,000	1,292,252,855	1,709,580,505
Value added by manufacture	389,876,000	587,994,264	775,166,822

* Includes part-time workers but not salaried officers and employees. Salaried employees in 1933 Census: 12,835.

APPENDIX B

U. S. Department of Commerce, Bureau of the
Census, Washington, Census of Manufacturers: 1935

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*

WOMEN'S CLOTHING

The total value of all products made by establishments engaged primarily in the manufacture of women's and children's clothing in 1935 amounted to \$846,424,000 (at f.o.b. factory prices), as against \$1,392,352,000 reported for 1931 (the last preceding census year) and \$1,702,580,000 for 1929. The more important items which contributed to the total for 1935 are as follows: Women's, misses' and juniors' one-piece dresses, \$375,480,000; separate coats, \$149,287,000; woven fabric underwear, \$58,218,000; children's dresses, \$29,408,000; children's coats, \$13,231,000.

Statistics for 1935, with comparative figures for earlier years, are given in the following tables. (In the first issue of this pamphlet only preliminary estimates were available.)

SUMMARY FOR THE INDUSTRY AND ITS BRANCHES

All Factories	1935	1931	1929
Number of establishments	5,280	7,048	8,082
Value added by factories (average for the year)*	\$127,418,000	\$189,187,417	\$247,861,123
Wages	188,852	178,840	187,500
Cost of materials, fuel, and purchased electric energy	456,424,000	704,236,501	934,413,653
Value of products	846,300,000	1,392,352,832	1,702,580,603
Value added by manufacturers	382,876,000	537,994,264	775,752,832

* Includes part-time workers but not salaried officers and employees. Salaried employees in 1935 Census: 19,825.

APPENDIX C

OFFICERS OF THE INTERNATIONAL LADIES'
GARMENT WORKERS' UNION, 1900-1936

Years	President	General Secretary-Treasurer
1900-1903	Herman Grossman	Bernard Braff
1903-1904	Benjamin Schlesinger	Bernard Braff
1904-1905	James McCauley	John A. Dyche
1905-1907	Herman Grossman	John A. Dyche
1907-1908	Mortimer Julian, resigned; Charles Jacobson, Acting	John A. Dyche
1908-1914	Abraham Rosenberg	John A. Dyche
1914-1916	Benjamin Schlesinger	Morris Sigman, resigned, Nov., 1915; Abraham Baroff, 1915-16
1916-1922	Benjamin Schlesinger	Abraham Baroff
1922-1923	Benjamin Schlesinger resigned Jan. 8, 1923; Salvatore Ninfo, acting Jan.-Feb., 1923	Abraham Baroff
1923-1924	Morris Sigman	-----
1924-1926	Morris Sigman	Abraham Baroff
1926-1928	Morris Sigman resigned, Oct., 1928; Benjamin Schlesinger elected by General Executive Board	Abraham Baroff Benjamin Schlesinger Executive Sec'y
1929-1932	Benjamin Schlesinger, died, June, 1932; David Dubinsky, elected by General Executive Board	David Dubinsky
1932-1936	David Dubinsky	David Dubinsky

APPENDIX C

OFFICERS OF THE INTERNATIONAL LABOUR GARMENT WORKERS' UNION, 1900-1933

Years	President	General Secretary-Treasurer
1900-1903	Herman Grossman	Bernard Braff
1903-1904	Benjamin Schlesinger	Bernard Braff
1904-1905	James McCauley	John A. Dwyer
1905-1907	Herman Grossman	John A. Dwyer
1907-1908	Mortimer Julian, resigned; Charles Jacobson, Acting	John A. Dwyer
1908-1914	Abraham Rosenberg	John A. Dwyer
1914-1916	Benjamin Schlesinger	Morris Sigmund, resigned, Nov. 1915; Abraham Baroff, 1915-16
1916-1922	Benjamin Schlesinger	Abraham Baroff
1922-1923	Benjamin Schlesinger resigned Jan. 8, 1923; Salvatore Nino, acting Jan.-Feb., 1923	Abraham Baroff
1923-1924	Morris Sigmund	-----
1924-1926	Morris Sigmund	Abraham Baroff
1926-1928	Morris Sigmund resigned, Oct., 1928; Benjamin Schlesinger elected by General Executive Board	Abraham Baroff Benjamin Schlesinger Executive Sec'y
1928-1932	Benjamin Schlesinger, died, June, 1932; David Dubinsky, elected by General Executive Board	David Dubinsky
1932-1933	David Dubinsky	David Dubinsky

APPENDIX D

NRA CONDITIONS IN BOSTON

ARTICLES OF AGREEMENT

THIS AGREEMENT made and entered into this ____ day of _____, 1935, by and between the _____ hereinafter designated as the EMPLOYER and the JOINT BOARD OF CLOAK, SKIRT AND DRESSMAKERS UNION, consisting of LOCALS 12, 33, 39, 46, 56, 73 and 80 of the INTERNATIONAL LADIES GARMENT WORKERS UNION, all collectively designated herein as the UNION for and in behalf of the said UNION and for and in behalf of the members thereof now employed or hereafter to be employed by the EMPLOYER.

W I T N E S S E T H:-

WHEREAS, the EMPLOYER is engaged in the coat and suit industry as defined in the 'Code of Fair Competition' for the said industry approved by the President of the United States on August 4, 1933, one of the objects of the said EMPLOYER being to deal collectively with the UNION, and

WHEREAS, the UNION represents a great majority of the workers employed in the work of making up garments for the EMPLOYER directly or indirectly; and

WHEREAS, the parties hereto desire to cooperate in establishing conditions in the industry which will tend to secure to the workers a living wage and eliminat-

APPENDIX D
WRA CONDITIONS IN BOSTON

ARTICLES OF AGREEMENT

THIS AGREEMENT made and entered into this ____ day of

_____, 1938, by and between the

hereinafter designated as the EMPLOYER and the JOINT BOARD OF
GLAZ, SKIRT AND DRESSMAKERS UNION, consisting of LOCAL 32,
33, 34, 35, 36, 37 and 38 of the INTERNATIONAL LADIES GARMENT
WORKERS UNION, all collectively designated herein as the UN-
ION for and in behalf of the said UNION and for and in behalf
of the members thereof now employed or hereafter to be em-
ployed by the EMPLOYER.

WITNESSETH:-

WHEREAS, the EMPLOYER is engaged in
the coat and suit industry as defined in the 'Code of Fair
'Competition' for the said industry approved by the President
of the United States on August 4, 1933, one of the objects of
the said EMPLOYER being to deal collectively with the UNION.

and

WHEREAS, the UNION represents a

great majority of the workers employed in the work of making
up garments for the EMPLOYER directly or indirectly; and
WHEREAS, the parties hereto desire

to cooperate in establishing conditions in the industry which
will tend to assure to the workers a living wage and efficient-

ing such of the manufacturing establishments as operate under unfair conditions of labor and sanitation and to provide methods for a fair and peaceful adjustment of all disputes which may arise between the parties hereto and the different factors in the industry.

NOW THEREFORE, in consideration of the sum of One Dollar by each to the other in hand paid, the receipt whereof is hereby acknowledged, and in consideration of the premises the parties hereto agree as follows:-

1. The EMPLOYER and the UNION each on behalf of its representative members obligate themselves in good faith to observe and perform all of the provisions of this Agreement.

UNION RECOGNITION

1. The UNION agrees that its members employed by the employer will work upon the terms and conditions set forth in this agreement.

2A. The EMPLOYER shall employ and retain in his employ none but members in good standing of the local UNIONS above mentioned to perform all cutting, operating, sewing, pressing, finishing, basting, draping, cleaning, examining, busheling required by him in the manufacture of cloaks, reefers, suits, skirts. A member in good standing is one who is not in arrears for more than two months in the payment of dues and assessments to the International Ladies Garment Workers Union and who carries a Union membership card.

B. The EMPLOYER agrees to deduct each week the regular

ing such of the manufacturing establishments as operate under
unfair conditions of labor and sanitation and to provide
methods for a fair and peaceful adjustment of all disputes
which may arise between the parties hereto and the different
factors in the industry.

NOW THEREFORE, in consideration of
the sum of One Dollar by each to the other in hand paid, the
receipt whereof is hereby acknowledged, and in consideration
of the premises the parties hereto agree as follows:-

1. The EMPLOYER and the UNION each on behalf of its
representative members obligate themselves in good faith to
observe and perform all of the provisions of this Agreement.

UNION RECOGNITION

1. The UNION agrees that its members employed by the
employer will work upon the terms and conditions set forth in
this agreement.

2A. The EMPLOYER shall employ and retain in his employ
none but members in good standing of the local UNION above
mentioned to perform all cutting, operating, sewing, pressing,
finishing, pasting, draping, cleaning, examining, packaging
required by him in the manufacture of coats, trousers, suits,
skirts. A member in good standing is one who is not in ar-
rears for more than two months in the payment of dues and as-
sessments to the International Ladies Garment Workers Union
and who carries a Union membership card.

3. The EMPLOYER agrees to deduct each week the regular

dues and special assessments due the UNION from its members and to pay the same weekly to the Shop Chairman as provided in Paragraph 3 of this AGREEMENT.

C. No member of the firm or foreman shall do any work in any of the branches above enumerated except where foremen have done examining and busheling in the past they may continue to do so.

D. The EMPLOYER shall not engage any worker unless he presents a union working card, directing him to the place of business of the EMPLOYER.

E. The EMPLOYER shall maintain a union shop during the life of this AGREEMENT. A union shop within the meaning of this AGREEMENT is one that employs not less than six operators and a sufficient complement of workers in the other branches of the trade, and complies with all Union standards and conditions as prescribed in this AGREEMENT, except employers now employing less than six operators.

3A. The Shop Chairman or representative of the UNION shall inform the EMPLOYER of the amount due from each member employed in the shop of the dues and assessments each week and is hereby authorized to collect the amount of said dues and assessments from the EMPLOYER.

B. A duly authorized designated officer or representative of the UNION having proper credentials from the Boston Joint Board Cloak Skirt and Dressmakers Union, shall have access to the factory of the EMPLOYER at all times for the pur-

dues and special assessments due the UNION from its members and to pay the same weekly to the Shop Chairman as provided in Paragraph 3 of this AGREEMENT.

C. No member of the firm or foreman shall do any work in any of the branches above enumerated except where foremen have done examining and bushing in the past they may continue to do so.

D. The EMPLOYER shall not engage any worker unless he presents a union working card, directing him to the place of business of the EMPLOYER.

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3A. The Shop Chairman or representative of the UNION shall inform the EMPLOYER of the amount due from each member employed in the shop of the dues and assessments each week and is hereby authorized to collect the amount of said dues and assessments from the EMPLOYER.

B. A duly authorized designated officer or representative of the UNION having proper credentials from the Boston Joint Board Glass Skirt and Dressmakers Union, shall have access to the factory of the EMPLOYER at all times for the pur-

pose of investigating the condition of the shop, and for the purpose of ascertaining whether the provisions of this AGREEMENT are fully complied with. He shall also have access to the firm's books for the purpose of ascertaining the correct earnings of the workers employed in the shop and for the purpose of ascertaining the names of the manufacturer or jobber for whom the employer works or with whom he deals.

HOURS

4A. A week's work shall consist of thirty-five (35) hours divided into the first five working days: the working hours to be 8.30 A.M. to 4.30 P.M., with one (1) hour interval for lunch. There shall be no more than one shift of workers in any day.

B. Working on Saturday or Sunday shall be considered a violation of this AGREEMENT.

5A. No overtime shall be permitted, except that the Code Administrator may grant an extension of hours in the busy season when and if, in his judgment, labor in the industry is fully employed and conditions make such an order advisable.

B. In no event shall overtime work be permitted before 8.30 A.M.

C. All workers shall receive time and a half for overtime.

HOLIDAYS

6. The EMPLOYER hereby agrees that the following two

purpose of investigating the condition of the shop, and for the purpose of ascertaining whether the provisions of this AGREEMENT are fully complied with. He shall also have access to the firm's books for the purpose of ascertaining the correct earnings of the workers employed in the shop and for the purpose of ascertaining the names of the manufacturer or jobber for whom the employer works or with whom he deals.

HOURS

4A. A week's work shall consist of thirty-five (35) hours divided into the first five working days. The working hours to be 8.30 A.M. to 4.30 P.M., with one (1) hour interval for lunch. There shall be no more than one shift of workers in any day.

B. Working on Saturday or Sunday shall be considered a

violation of this AGREEMENT.

5A. No overtime shall be permitted, except that the Code Administrator may grant an extension of hours in the busy season when and if, in his judgment, labor in the industry is fully employed and conditions make such an order advisable.

B. In no event shall overtime work be permitted before

8.30 A.M.

C. All workers shall receive time and a half for over-

time.

HOLIDAYS

6. The EMPLOYER hereby agrees that the following two

holidays shall be observed without work and that the employee shall receive pay in full for Labor Day and May 1st in each year.

Refraining from work on legal holidays shall not be considered a shop stoppage or a breach of this AGREEMENT.

The EMPLOYER agrees to be responsible for the pay of the workers for Labor Day and May 1st, both in the inside shops and outside shops whether or not there is work during the week in which the two designated holidays occur.

WAGES

7A. All workers employed in cutting, sample making, operating, finishing, basting and pressing shall be paid the following weekly minimum wages:-

Cutters	\$45.00	per week
Cloak Pressers.	49.50	" "
Skirt Pressers.	45.00	" "
Under Pressers.	41.00	" "
Cloak Operators	49.50	" "
Skirt Operators	47.50	" "
Basters & Tailors	36.00	" "
Finishers	41.00	" "
Button Sewers & General Workers	26.00	" "

B. All Agreements for wages between the EMPLOYER and a new worker made after the trial period of one week shall be subject to the approval of the UNION.

There shall be a trial period of one week in which to judge the competency of the worker to do the work. During the first week the EMPLOYER may discharge the worker at any time. A week's work shall consist of five (5) days' work in any season.

holidays shall be observed without work and that the employee shall receive pay in full for Labor Day and May 1st in each

year.

Refraining from work on legal holidays shall not be considered a shop stoppage or a breach of this AGREEMENT.

The EMPLOYER agrees to be responsible for the pay of the workers for Labor Day and May 1st, both in the inside shops and outside shops whether or not there is work during the week in which the two designated holidays occur.

WAGES

7A. All workers employed in cutting, sample making, grading, finishing, pressing and pressing shall be paid the following weekly minimum wages:-

Cutters	.....	\$45.00 per week
Cloak Pressers	.....	43.50
Skirt Pressers	.....	43.00
Under Pressers	.....	41.00
Cloak Operators	.....	43.50
Skirt Operators	.....	43.00
Pressers & Tailors	.....	38.00
Finishers	.....	41.00
Boston Sewers & General Workers	.....	38.00

B. All Agreements for wages between the EMPLOYER and a new worker made after the trial period of one week shall be subject to the approval of the UNION.

There shall be a trial period of one week in which to judge the competency of the worker to do the work. During the first week the EMPLOYER may discharge the worker at any time. A week's work shall consist of five (5) days' work in any season.

Should, however, the EMPLOYER insist on having another week's trial, the UNION may grant such additional week's trial and after such trial, the employee shall be considered competent and may be discharged thereafter, only for the following causes:- Misconduct, insubordination in the performance of his work; breach of reasonable rules which may be established, soldiering on the job.

C. The EMPLOYER shall not reduce the wages of any of the workers in his employ receiving above the stipulated minimum wages, and increases obtained shall continue in force and effect during the life of this Agreement.

D. The EMPLOYER shall keep a pay-roll book in a form to be approved by the Code Authority to which he shall enter the work and time and wages of each employee.

E. For the week ending wages shall be paid in cash to all workers weekly, not later than 4.30 P.M. Friday.

STANDARDS & CONDITIONS

8A. The EMPLOYER shall not enter into individual Agreements with any employee, and no cash deposits or other securities shall be accepted from any employees by him.

B. The employer shall not reduce the number of his workers at any time during the life of this AGREEMENT. An employee may, with the consent of the parties hereto, be temporarily released during the dull season. In such event the EMPLOYER shall not substitute the worker so released unless a reasonable time has been given him through the UNION by writ-

Should, however, the EMPLOYER insist on having another week's trial, the UNION may grant such additional week's trial and after such trial, the employee shall be considered competent and may be discharged thereafter, only for the following causes:- Misconduct, insubordination in the performance of his work; breach of reasonable rules which may be established, relating to the job.

C. The EMPLOYER shall not reduce the wages of any of the workers in his employ receiving above the stipulated minimum wages, and increases obtained shall continue in force and effect during the life of this Agreement.

D. The EMPLOYER shall keep a pay-roll book in a form to be approved by the Code Authority to which he shall enter the work and time and wages of each employee.
E. For the week ending wages shall be paid in cash to all workers weekly, not later than 4.30 P.M. Friday.

STANDARDS & CONDITIONS

8A. The EMPLOYER shall not enter into individual Agreements with any employee, and no cash bonus or other security shall be accepted from any employees by him.

8. The employer shall not reduce the number of his workers at any time during the life of this AGREEMENT. An employee may, with the consent of the parties hereto, be temporarily released during the dull season. In such event the EMPLOYER shall not substitute the worker so released unless a reasonable time has been given him through the UNION by writ-

ten notice to return to the shop of the EMPLOYER.

9A. No contracting or sub-manufacturing work within the shops shall be permitted. No work shall be given to employees to be made at home.

B. The EMPLOYER shall furnish all employees with sewing machines driven by electric power and with all material and requisites of work.

C. The EMPLOYER shall not directly or indirectly give work to a contractor or sub-manufacturer, nor purchase any ready-made garments from a manufacturer, nor accept any work from a jobber, against whom the UNION is conducting a strike. The word 'Jobber' in this clause shall mean only those who are engaged in the manufacture of garments through the medium of inside or outside shops.

D. The EMPLOYER shall not do any work for firms nor sell any garments to firms against whom the UNION has declared a strike nor shall he send any goods to such firms or its principal during a strike, to facilitate the enforcing of the provisions of this Article: The UNION agrees to periodically supply to the EMPLOYER printed lists of manufacturers or jobbers against whom strikes are pending.

E. The EMPLOYER further agrees that before any work is sent to any contractor or sub-manufacturer, that the UNION will be notified twenty-four (24) hours in advance of the names and addresses of those contractors or sub-manufacturers.

F. Whenever it shall appear that the EMPLOYER gives

ten days to return to the shop of the EMPLOYER.

9A. No contracting or sub-manufacturing work within the shop shall be permitted. No work shall be given to employees to be made at home.

B. The EMPLOYER shall furnish all employees with sewing machines driven by electric power and with all material and requisites of work.

C. The EMPLOYER shall not directly or indirectly give work to a contractor or sub-manufacturer, nor purchase any ready-made garments from a manufacturer, nor accept any work from a jobber, against whom the UNION is conducting a strike. The word 'jobber' in this clause shall mean only those who are engaged in the manufacture of garments through the medium of inside or outside shops.

D. The EMPLOYER shall not do any work for firms nor sell any garments to firms against whom the UNION has declared a strike nor shall he send any goods to such firms or its principal during a strike, to facilitate the enforcing of the provisions of this Article: The UNION agrees to periodically supply to the EMPLOYER printed lists of manufacturers or jobbers against whom strikes are pending.

E. The EMPLOYER further agrees that before any work is sent to any contractor or sub-manufacturer, that the UNION will be notified twenty-four (24) hours in advance of the names and addresses of these contractors or sub-manufacturers. Whenever it shall appear that the EMPLOYER gives

work to a non-union contractor, upon the request of the UNION, the EMPLOYER shall forthwith withdraw his work from such non-union contractor whether such work be in process of operation or otherwise until the contractor enters into contractual relations with the UNION.

G. Every EMPLOYER shall be responsible to the members of the UNION for the payment of their wages for work done by them on garments of such EMPLOYER made by contractors and sub-manufacturers providing that such liability shall be limited to wages for five full working days in every instance.

H. If the EMPLOYER is doing part of his work or all of his work for jobbers or manufacturers or both, that in this case the EMPLOYER agrees not to make any work for or sell garments to any jobber or manufacturer that does not have any contract with the UNION.

10. In the dull season all work shall be divided equally among all the workers.

11. Should a Joint Board of Sanitary Control be established in the industry the EMPLOYER agrees to contribute his, their or its rateable share towards the expense of maintaining the Board. Such expenses to be shared in an equitable a manner by the other organized factors in the industry and by all firms signing independent contracts with the UNION.

12. Should during the life of this AGREEMENT a Joint Board of Sanitary Control be created and should such Board re-establish 'Prosanis Label' the label shall be administered

work to a non-union contractor, upon the request of the UNION, the EMPLOYER shall forthwith withdraw his work from such non-union contractor whether such work be in process of operation or otherwise until the contractor enters into contractual relations with the UNION.

9. Every EMPLOYER shall be responsible to the members of the UNION for the payment of their wages for work done by them on garments of such EMPLOYER made by contractors and sub-manufacturers providing that such liability shall be limited to wages for five full working days in every instance.

10. If the EMPLOYER is doing part of his work or all of his work for jobs or manufacturers or both, that in this case the EMPLOYER agrees not to make any work for or sell garments to any jobber or manufacturer that does not have any contract with the UNION.

11. In the full season all work shall be divided equally among all the workers.

12. Should a Joint Board of Sanitary Control be established in the industry the EMPLOYER agrees to contribute his share towards the expense of maintaining the Board. Such expenses to be shared in an equitable manner by the other organized factors in the industry and by all firms signing independent contracts with the UNION.

13. Should during the life of this Agreement a Joint Board of Sanitary Control be created and should such Board be established 'Provisional Label' the label shall be administered

under the rules and regulations to be prescribed by the Commission. Such labels shall be furnished at cost to the EMPLOYER and the EMPLOYER agrees that should such label be re-established to handle or deal in no garments that do not bear the label. All garments manufactured or distributed shall bear an N.R.A. label which shall be attached to every garment; it shall bear a registration number, especially assigned to each EMPLOYER and remain attached to such garment when placed on sale by the retail distributor in accordance with Paragraph 8 of the 'Code' for the coat and suit industry.

13. Both the EMPLOYER and the UNION hereby agree in principle on the soundness and advisability of establishing an Unemployment Insurance Fund in the industry. It is agreed that as soon as the unionization of the industry and the enforcement of uniform labor standards have reached a point at which the provisions for the payments of Unemployed Insurance contributions can be substantially established in the primary cloak and suit markets, an Unemployment Insurance Fund shall be established in Boston.

14. The question whether such conditions in the industry have been created and exist and of the amounts of insurance benefits and contributions and methods of operation of the fund, shall be followed as will be the custom and practice in the industry where the UNION and the EMPLOYER have agreed.

MISCELLANEOUS PROVISIONS

15. It is hereby agreed between the EMPLOYER and the

under the rules and regulations to be prescribed by the Commission. Such labels shall be furnished at cost to the EMPLOYER and the EMPLOYEE agrees that should such label be established to handle or deal in no garments that do not bear the label. All garments manufactured or distributed shall bear an N.R.A. label which shall be attached to every garment; it shall bear a registration number, especially assigned to each EMPLOYEE and remain attached to each garment when placed on sale by the retail distributor in accordance with paragraph 8 of the 'Code' for the cost and suit industry.

13. Both the EMPLOYER and the UNION hereby agree in principle on the soundness and advisability of establishing an Unemployment Insurance Fund in the industry. It is agreed that as soon as the unification of the industry and the enforcement of uniform labor standards have reached a point at which the provisions for the payment of Unemployed Insurance contributions can be substantially established in the primary clock and suit markets, an Unemployment Insurance Fund shall be established in Boston.

14. The question whether such conditions in the industry have been created and exist and of the amounts of insurance benefits and contributions and methods of operation of the fund, shall be followed as will be the custom and practice in the industry where the UNION and the EMPLOYER have agreed.

MISCELLANEOUS PROVISIONS

15. It is hereby agreed between the EMPLOYER and the

employees that none of the employees shall be laid off or discharged without good and sufficient cause as provided in Section 7B herein. If, upon investigation it may be found that the employee has been discharged in violation of this agreement, he or she shall be reinstated immediately and shall be refunded for loss of time according to the wages they receive.

16. It being impossible to ascertain the exact damages that the UNION will suffer in the event of a breach of this agreement by the EMPLOYER, the amount of such damage is hereby fixed between the parties in the sum of two hundred dollars (\$200.00) the said amount being fixed as the liquidated damages of the UNION, in the event of a breach of this agreement by the EMPLOYER and not as a penalty.

17. The EMPLOYER and no worker or group of workers shall have the right to modify or waive any provision of this agreement.

18A. If the EMPLOYER employs or deals with a contractor or sub-manufacturer he shall, within two days after the execution of this AGREEMENT, designate the contractors or sub-manufacturers actually required by him to manufacture his garments. Such designation shall be made from those contractors or sub-manufacturers who were in contractual relationship with the UNION and whose names appear on the latest corrected list of 'UNION SHOPS' furnished by the UNION or such others who may be approved of by the UNION and substantially from those contractors or sub-manufacturers heretofore employed by the

employees that none of the employees shall be laid off or discharged without good and sufficient cause as provided in Section 7B herein. If, upon investigation it may be found that the employee has been discharged in violation of this agreement, he or she shall be reinstated immediately and shall be refunded for loss of time according to the wages they receive.

16. If being impossible to ascertain the exact damages that the UNION will suffer in the event of a breach of this agreement by the EMPLOYER, the amount of such damage is hereby fixed between the parties in the sum of two hundred dollars (\$200.00) the said amount being fixed as the liquidated damages of the UNION, in the event of a breach of this agreement by the EMPLOYER and not as a penalty.

17. The EMPLOYER and no worker or group of workers shall have the right to modify or waive any provision of this agreement.

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EMPLOYER.

B. The number of contractors or sub-manufacturers actually required by the EMPLOYER making such designation shall be determined by taking into account the following:-

1. The volume of such employer's production for the year 1933-1934.
2. The character of such employer's work.
3. The capacity of the contractor or sub-manufacturer to produce.
4. The increase in volume of the employer's business.

C. Lists of such designations containing names and addresses shall be delivered promptly to the UNION.

D. The EMPLOYER who employs or deals with contractors or sub-manufacturers shall confine his production to the contractors or sub-manufacturers thus designated by him. He shall distribute his work equitably to and among the said contractors or sub-manufacturers.

E. No EMPLOYER operating an inside shop shall register contractors or sub-manufacturers unless he can fully supply his inside shop with work.

19. If the EMPLOYER has garments made by contractors or sub-manufacturers he shall pay to such contractors or sub-manufacturers at least an amount sufficient to enable the contractor or sub-manufacturer to pay to the workers the wages and earnings provided for in this agreement and in the Code, and in addition a reasonable payment to the contractor or sub-manufacturer to cover his overhead.

20. Where it shall be established that there has been an underpayment made by the EMPLOYER to the contractor or sub-manufacturer or the workers, the amount of such underpayment shall be paid by the EMPLOYER to the parties so underpaid. If such underpayment shall have been deliberate or the result of any collusive arrangement, the EMPLOYER and/or the contractor or sub-manufacturer involved therein shall, in addition to the foregoing, be subject to the penalties provided by and under the National Industrial Recovery Act.

21. Should a manufacturer or contractor doing work for the EMPLOYER default in the payment of wages to the workers and when all efforts made by the UNION have been exhausted to collect from the individual contractors of the EMPLOYER, then the EMPLOYER shall be responsible for such wages.

22. The wages of workers and the regulation of the use of labor-saving machinery, such as pressing, basting, felling and button sewing machines, shall be adjusted by the EMPLOYER and the UNION except that EMPLOYER shall be privileged to continue the use of such machines as are now used by them.

23. No contracting or sub-contracting within the shop shall be permitted. There shall be no time contracts between the EMPLOYER and his workers, either individually or in groups.

24. The EMPLOYER shall have the right in good faith to re-arrange his factory. A re-arrangement in good faith shall mean a bona fide re-arrangement of the employer's business

20. Where it shall be established that there has been an underpayment made by the EMPLOYER to the contractor or subcontractor or the workers, the amount of such underpayment shall be paid by the EMPLOYER to the parties so underpaid. If such underpayment shall have been deliberate on the result of any collusive arrangement, the EMPLOYER and/or the contractor or sub-contractor involved therein shall, in addition to the foregoing, be subject to the penalties provided by and under the National Industrial Recovery Act.

21. Should a manufacturer or contractor delay work for the EMPLOYER default in the payment of wages to the workers and when all efforts made by the UNION have been exhausted to collect from the individual contractors of the EMPLOYER, then the EMPLOYER shall be responsible for such wages.

22. The wages of workers and the regulation of the use of labor-saving machinery, such as pressing, beating, rolling and button sewing machines, shall be adjusted by the EMPLOYER and the UNION except that EMPLOYER shall be privileged to continue the use of such machines as are now used by them.

23. No contracting or sub-contracting within the shop shall be permitted. There shall be no time contracts between the EMPLOYER and his workers, either individually or in groups.

24. The EMPLOYER shall have the right in good faith to re-arrange his factory. A re-arrangement in good faith shall mean a bona fide re-arrangement of the employer's business.

necessitated by a permanent curtailment of his business or a fundamental change in the character of his business.

25. The EMPLOYER shall be and continue to remain personally and individually liable hereunder for and during the term thereof irrespective of whether said EMPLOYER is engaged in the same business under the same name or any other name either as a partnership, firm or corporation. The organization by the EMPLOYER either directly or indirectly of his business under any other name or firm shall not relieve him personally or as a firm or corporation of the provisions of this agreement.

26. If the EMPLOYER shall intentionally or deliberately violate any of the terms or provisions of this AGREEMENT, either alone or in collusion with others, he shall in addition to the penalties which may be provided for in this AGREEMENT, be subject to the penalties provided for under the National Industrial Recovery Act.

27. The EMPLOYER further agrees that liability insurance made lawful by the Acts on the Statute Books of Massachusetts, be immediately put into force where such liability insurance is not now in force in any one of the EMPLOYER'S shops.

28. This Agreement shall become effective on the date hereof and shall remain in force and binding upon the parties hereto until July 1st, 1936, and from year to year thereafter unless either party gives notice in writing thirty (30) days prior to the expiration date during any period of the expiration of this contract.

necessitated by a permanent curtailment of his business or a fundamental change in the character of his business.

25. The EMPLOYER shall be and continue to remain personally and individually liable hereunder for and during the term

thereof irrespective of whether said EMPLOYER is engaged in the same business under the same name or any other name either

as a partnership, firm or corporation. The organization by the EMPLOYER either directly or indirectly of his business un-

der any other name or firm shall not relieve him personally or as a firm or corporation of the provisions of this agreement.

26. If the EMPLOYER shall intentionally or deliberately violate any of the terms or provisions of this AGREEMENT, el-

ther alone or in collusion with others, he shall in addition to the penalties which may be provided for in this AGREEMENT,

be subject to the penalties provided for under the National Industrial Recovery Act.

27. The EMPLOYER further agrees that liability insurance made lawful by the Acts on the Statute Books of Massachusetts,

be immediately put into force where such liability insurance is not now in force in any one of the EMPLOYER's shops.

28. This Agreement shall become effective on the date hereof and shall remain in force and binding upon the parties

hereto until July 1st, 1936, and from year to year thereafter unless either party gives notice in writing thirty (30) days

prior to the expiration date during any period of the expiration of this contract.

29. If and when the UNION through its representative, notified the EMPLOYER that his or its contractors are not operating a shop in accordance with the standards herein established, the EMPLOYER agrees not to give any further work to such contractor until he has been reinstated by the UNION in good standing, but it is agreed however, that garments actually in process shall be completed; all other work to be withdrawn and no further work given.

IN WITNESS WHEREOF the Parties hereto have hereunto set their hands and seals by their duly authorized representatives the day and year first above written.

JOINT BOARD OF CLOAK, SKIRT AND
DRESSMAKERS UNION, LOCALS 12, 33,
39, 46, 56, 73 and 80 of the IN-
TERNATIONAL LADIES GARMENT WORKERS
UNION.

By _____

By _____

29. If and when the UNION through its representative,
notified the EMPLOYER that his or its contractors are not op-
erating a shop in accordance with the standards herein estab-
lished, the EMPLOYER agrees not to give any further work to
such contractor until he has been reinstated by the UNION in
good standing, but it is agreed however, that payments actual-
ly in process shall be completed; all other work to be with-
drawn and no further work given.

IN WITNESS WHEREOF the Parties hereto have hereunto
set their hands and seals by their duly authorized representa-
tives the day and year first above written.

JOINT BOARD OF CLOCK, SKIRT AND
DRESSMAKERS UNION, LOCALS 12, 25,
39, 45, 56, 73 and 80 of the IN-
TERNATIONAL LADIES GARMENT WORKERS
UNION.

By _____
By _____

APPENDIX F

Manufacturers, Jobbers, and Contractors in Boston and Vicinity

Cloaks, Suits, and Shirts APPENDIX E

Manufacturers

Joint Boards of ILGWU and Localities OrganizedJoint Boards

Baltimore, Maryland
 Boston, Mass.
 Chicago, Illinois
 Cleveland, Ohio
 Kansas City, Missouri
 Los Angeles, California
 Montreal, Canada
 New York, N.Y.
 Philadelphia, Pa.
 San Francisco, California
 St. Louis, Missouri
 Toronto, Canada
 Puerto Rico

Localities Organized

Newark, New Jersey
 Seattle, Wash.
 Bridgeport, Conn.
 Cincinnati, Ohio
 Toledo, Ohio
 Portland, Oregon
 Worcester, Mass.
 Elgin, Ill.
 Reading, Pa.
 Harrisburg, Pa.
 Scranton, Pa.
 Allentown, Pa.
 Fort Wayne, Indiana
 Dayton, Ohio
 Decatur, Illinois

Winnipeg, Canada
 Houston, Texas
 Dallas, Texas
 Atlanta, Ga.
 San Antonio, Texas
 Conneant, Ohio
 Glens Falls, N.Y.
 Fall River, Mass.
 St. Paul, Minn.
 Racine, Wisconsin
 Milwaukee, Wis.
 Batavia, Ill.
 Lowell, Mass.
 Norfolk, Virginia
 Minneapolis, Minn.
 Laredo, Texas
 Kent, Ohio

APPENDIX B

Joint Boards of IUGW and Localities Organized

Joint Boards

Baltimore, Maryland
 Boston, Mass.
 Chicago, Illinois
 Cleveland, Ohio
 Kansas City, Missouri
 Los Angeles, California
 Montreal, Canada
 New York, N.Y.
 Philadelphia, Pa.
 San Francisco, California
 St. Louis, Missouri
 Toronto, Canada
 Puerto Rico

Localities Organized

Nowark, New Jersey
 Seattle, Wash.
 Bridgeport, Conn.
 Cincinnati, Ohio
 Toledo, Ohio
 Portland, Oregon
 Worcester, Mass.
 Elgin, Ill.
 Reading, Pa.
 Harrisburg, Pa.
 Scranton, Pa.
 Allentown, Pa.
 Fort Wayne, Indiana
 Dayton, Ohio
 Decatur, Illinois
 Kent, Ohio
 Laredo, Texas
 Minneapolis, Minn.
 Norfolk, Virginia
 Lowell, Mass.
 Batavia, Ill.
 Milwaukee, Wis.
 Racine, Wisconsin
 St. Paul, Minn.
 Fall River, Mass.
 Glen Falls, N.Y.
 Concord, Ohio
 San Antonio, Texas
 Atlanta, Ga.
 Dallas, Texas
 Houston, Texas
 Winnipeg, Canada

APPENDIX F

Manufacturers, Jobbers, and Contractors in Boston and VicinityCloaks, Suits, and SkirtsManufacturers

Binder Bros. & Olans	15 Kneeland St.	Boston
Chick Made Cloaks	15 Kneeland St.	Boston
M. Danburg & Co.	19 Stuart St.	Boston
Essex Cloak Co.	15 Kneeland St.	Boston
Louis Goldman & Co.	745 Washington St.	Boston
Carnicelli Cloak Mfg. Co.	600 Washington St.	Boston
Hub Cloak Mfg. Co.	15 Kneeland St.	Boston
International Cloak Mfg. Co.	15 Kneeland St.	Boston
B. Miller Cloak Mfg. Co.	15 Kneeland St.	Boston
Oliver Garment Co.	30 Kneeland St.	Boston
Max Raphael & Co.	15 Kneeland St.	Boston
M. Simon & Co.	15 Kneeland St.	Boston
Stratford Cloak Mfg. Co.	72 Kneeland St.	Boston
Shawmut Cloak	786 Washington St.	Boston
Vernon Bros.	15 Kneeland St.	Boston
Sterling & Weisman	15 Kneeland St.	Boston

Jobbers

Esther Garments	600 Washington St.	Boston
Bowdoin Sportwear	600 Washington St.	Boston
J. Freedberg & Co.	515 Washington St.	Boston
Chas. Herscovitz & Son	30 Kneeland St.	Boston
Kampus Cloak Mfg. Co.	600 Washington St.	Boston
Levenson Coat Co.	35 Kneeland St.	Boston
Macklin & Wexler	35 Kneeland St.	Boston
Margolis & Jacobs	600 Washington St.	Boston
Rivitz Bros.	15 Kneeland St.	Boston
Louis Rotstein & Co.	600 Washinton St.	Boston
Ulian & Karofsky	78 Chauncy St.	Boston
Bay State Sportwear Co.	35 Kneeland St.	Boston
J. Kaplan & Co.	515 Washinton St.	Boston

Contractors

M. Baker & Co.	37 Essex St.	Boston
Bell Cloak Co.	77 Bedford St.	Boston
Beacon Cloak Co.	15 Kneeland St.	Boston
Cambridge Coat Co.	56 Amherst St.	Cambridge
D. & S. Mfg. Co.	54 Meridian St.	E. Boston
Greenberg & Sirota	70 Beach St.	Boston
Philip Hibel & Co.	619 Washington St.	Boston
Kirstein Cloak Co.	564 Washington St.	Boston

APPENDIX F

Manufacturers, Jobbers, and Contractors in Boston and Vicinity

Clocks, Suits, and Skirts

Manufacturers

Binder Bros. & O'Leary	15 Kneeland St.	Boston
Chick Made Clocks	15 Kneeland St.	Boston
M. Darnburg & Co.	19 Stuart St.	Boston
Rasex Clock Co.	15 Kneeland St.	Boston
Louis Goldman & Co.	745 Washington St.	Boston
Garfield Clock Mfg. Co.	800 Washington St.	Boston
Hob Clock Mfg. Co.	15 Kneeland St.	Boston
International Clock Mfg. Co.	15 Kneeland St.	Boston
B. Miller Clock Mfg. Co.	15 Kneeland St.	Boston
Oliver Garment Co.	30 Kneeland St.	Boston
Max Raphael & Co.	15 Kneeland St.	Boston
M. Simon & Co.	15 Kneeland St.	Boston
Sturtevant Clock Mfg. Co.	75 Kneeland St.	Boston
Shawmut Clock	755 Washington St.	Boston
Vernon Bros.	15 Kneeland St.	Boston
Starling & Weisman	15 Kneeland St.	Boston

Jobbers

Kanner Garments	800 Washington St.	Boston
Bowdoin Sportswear	800 Washington St.	Boston
J. Freedberg & Co.	815 Washington St.	Boston
Chas. Horanovitz & Son	30 Kneeland St.	Boston
Kaplan Clock Mfg. Co.	800 Washington St.	Boston
Levanon Coat Co.	35 Kneeland St.	Boston
Macklin & Wexler	35 Kneeland St.	Boston
Marshall & Jacobs	800 Washington St.	Boston
Rivett Bros.	15 Kneeland St.	Boston
Louis Rotstein & Co.	800 Washington St.	Boston
Wilen & Karolaky	75 Channing St.	Boston
Bay State Sportswear Co.	35 Kneeland St.	Boston
J. Kaplan & Co.	815 Washington St.	Boston

Contractors

M. Baker & Co.	27 Essex St.	Boston
Bell Clock Co.	77 Bedford St.	Boston
Benson Clock Co.	15 Kneeland St.	Boston
Cambridge Coat Co.	55 Amherst St.	Cambridge
D. & S. Mfg. Co.	54 Marlboro St.	E. Boston
Greenberg & Elroy	70 Beach St.	Boston
Philip Hibel & Co.	815 Washington St.	Boston
Kirshen Clock Co.	854 Washington St.	Boston

Kingston Cloak Co.	87 Summer St.	Boston
Levine Cloak Mfg. Co.	9 Beach St.	Boston
Manhattan Cloak Co.	20 Meridian St.	E. Boston
Massachusetts Cloak Co.	180 Harrison Ave.	Boston
Metropolitan Cloak Co.	864 Washington St.	Boston
Rex Mfg. Co.	56 Amherst St.	Cambridge
Stollof & Kaplan	1160 Washington St.	Boston
M. Spack & Co.	35 Kneeland St.	Boston
A. Swirling Co.	38 Causeway St.	Boston
Fisher & Co.	515 Washington St.	Boston

Dresses

Union Jobbers and Manufacturers of Dresses*

Alkon's	15 Kneeland St.	Boston
B. Appel & Co.	35 Kneeland St.	Boston
Baron Dress Co.	35 Kneeland St.	Boston
Constantine Dress Co.	786 Washington St.	Boston
Goldstein & Entin	35 Kneeland St.	Boston
Frank & Warsheur	75 Kneeland St.	Boston
Finer & Leavitt	75 Kneeland St.	Boston
M. Factor & Co.	75 Kneeland St.	Boston
Halsberg & Co.	15 Kneeland St.	Boston
M. Homonoff & Co.	75 Kneeland St.	Boston
Levine & Freedman	786 Washington St.	Boston
Matthews & Kadetsky (2 shops)	15 Kneeland St.	Boston
Miller & Cutler	35 Kneeland St.	Boston
Miller & Rudy	75 Kneeland St.	Boston
Paramount Dress Co.	75 Kneeland St.	Boston
Jack Saxe & Co.	35 Kneeland St.	Boston
Joe Reiner	75 Kneeland St.	Boston
Stearn Made Dress	786 Washington St.	Boston
Tuttle & Braemore	35 Kneeland St.	Boston
Robinson Bros.	15 Kneeland St.	Boston
Worthmore Dress Co.	89 Bickford St.	Jamaica Plain
Philmore Dress Co.	75 Kneeland St.	Boston

Union Contractors of Dresses

Berkman Dress Co.	684 Washington St.	Boston
Coill Bros.	786 Washington St.	Boston
Cushner & Co.	19 Stuart St.	Boston
Charlotte Dress Co.	9 Williams St.	Boston
Greenberg & Spiegel	786 Washington St.	Boston
Laken & Co.	745 Washington St.	Boston
Leading Dress Co.	19 Albany St.	Boston

* In the Dress Industry, the manufacturer in many cases is a jobber also.

Kingston Clock Co.	87 Summer St.	Boston
Levine Clock Mfg. Co.	7 Beacon St.	Boston
Manhattan Clock Co.	30 Marlboro St.	E. Boston
Massachusetts Clock Co.	180 Harrison Ave.	Boston
Metropolitan Clock Co.	884 Washington St.	Boston
Rex Mfg. Co.	55 Abner St.	Cambridge
Stoll & Kaplan	1180 Washington St.	Boston
W. Spack & Co.	35 Kneeland St.	Boston
A. Swirling Co.	38 Cambridge St.	Boston
Flaherty & Co.	518 Washington St.	Boston

Dresses

Union Jobbers and Manufacturers of Dresses

Alton's	15 Kneeland St.	Boston
B. Appel & Co.	35 Kneeland St.	Boston
Baron Dress Co.	35 Kneeland St.	Boston
Constantine Dress Co.	784 Washington St.	Boston
Goldstein & Entler	35 Kneeland St.	Boston
Frank & Wershen	78 Kneeland St.	Boston
Finer & Leavitt	75 Kneeland St.	Boston
M. Factor & Co.	75 Kneeland St.	Boston
Halaberg & Co.	15 Kneeland St.	Boston
M. Homonoff & Co.	75 Kneeland St.	Boston
Levine & Freedman	784 Washington St.	Boston
Matheus & Kadetzky (2 shops)	15 Kneeland St.	Boston
Miller & Cutler	35 Kneeland St.	Boston
Miller & Rudy	75 Kneeland St.	Boston
Paramount Dress Co.	75 Kneeland St.	Boston
Jack Saxe & Co.	35 Kneeland St.	Boston
Joe Rainer	75 Kneeland St.	Boston
Stearns Made Dress	784 Washington St.	Boston
Tuttle & Brewster	35 Kneeland St.	Boston
Robinson Dress	15 Kneeland St.	Boston
Worthmore Dress Co.	88 Blakford St.	Jamaica Plain
Worthmore Dress Co.	75 Kneeland St.	Boston

Union Contractors of Dresses

Bethman Dress Co.	884 Washington St.	Boston
Coll Bros.	784 Washington St.	Boston
Cushman & Co.	15 Stuart St.	Boston
Garlocke Dress Co.	9 William St.	Boston
Greenberg & Spiegel	784 Washington St.	Boston
Laken & Co.	745 Washington St.	Boston
Reading Dress Co.	19 Albany St.	Boston

* In the Dress Industry, the manufacturer in many cases is a jobber also.

Norman & Raphel	72 Kneeland St.	Boston
Max Norman	49 Bennett St.	Boston
Miller & Zolla	786 Washington St.	Boston
Parisian Dress Co.	15 Kneeland St.	Boston
Evans (Friedman)	786 Washington St.	Boston
Marylin Dress Co.	786 Washington St.	Boston
Sally Dress Co.	786 Washington St.	Boston
Sophia Dress Co.	15 Kneeland St.	Boston
T. & H. Dress Co.	75 Kneeland St.	Boston

Non-Union Dress Manufacturers

Bloom & Son	35 Kneeland St.	Boston
G. & S. Mfg. Co.	75 Kneeland St.	Boston
Stuttmark Dress Co.	75 Kneeland St.	Boston
E.N. Marcus Co.	57 Kneeland St.	Boston
Pierce & Segal	57 Kneeland St.	Boston
Puritan Dress Co.	64-70 Beach St.	Boston
Majestic Dress Co.	146 Moody St.	Waltham
I. Hirsch & Co.	209 Green St.	Jamaica Plain
Tailor Made or Ideal Sportwear	2107 Washington St.	Roxbury

Non-Union Dress Jobbers

Miller Made Dress Co.	75 Kneeland St.	Boston
Philmore Dress Co.	75 Kneeland St.	Boston
Cook & Co.	75 Kneeland St.	Boston
M. Sandman Co.	75 Kneeland St.	Boston
Puritan Dress Co.	75 Kneeland St.	Boston
Leslie Dress Co.	75 Kneeland St.	Boston
Oxford Dress Co.	75 Kneeland St.	Boston

Non-Union Contractors of Dresses

Swiman	601 Washington St.	Lynn
I. Smolensky		Worcester
Jacobson & Son	601 Washington St.	Lynn
Baker & Zonis (Middlesex)	357 Medford St.	Somerville
Berkovitz & Greenberg	287 Main St.	Cambridge
De Marco (Adeline)	99 Spring St.	Watertown
I. Hirsch	209 Green St.	Jamaica Plain
Siren Dress Co. (Gross)	601 Washington St.	Lynn
Tailor Made Dress (Rubin Penn)	2107 Washington St.	Roxbury
Watertown Mfg. Co.	47 Beacon St.	Watertown
Stone & Co.		Taunton
Moyer	53 Wadsworth St.	Cambridge
Waltham Mfg. Co.	397 Moody St.	Waltham
Crown Dress	49 Bennett St.	Boston
Selma Dress (M. Norman)	33 Edinbora St.	Boston

Norman & Rachel	75 Kneeland St.	Boston
Max Norman	49 Bennett St.	Boston
Miller & Solis	788 Washington St.	Boston
Parvian Press Co.	15 Kneeland St.	Boston
Evans (Friedman)	786 Washington St.	Boston
Marylin Press Co.	786 Washington St.	Boston
Sally Press Co.	786 Washington St.	Boston
Goodie Press Co.	15 Kneeland St.	Boston
T. & H. Press Co.	75 Kneeland St.	Boston

Non-Union Press Manufacturers

Simon & Son	35 Kneeland St.	Boston
G. & S. Mfg. Co.	75 Kneeland St.	Boston
Geutsmark Press Co.	75 Kneeland St.	Boston
E.W. Marcus Co.	57 Kneeland St.	Boston
Pierce & Segal	57 Kneeland St.	Boston
Parvian Press Co.	64-70 Beach St.	Boston
Majestic Press Co.	148 Moody St.	Waltham
I. Hirsch & Co.	308 Green St.	Lowell, Mass.
Taylor Made or Ideal Sportswear		
2107 Washington St.		Roxbury

Non-Union Press Jobbers

Miller Made Press Co.	75 Kneeland St.	Boston
Polymore Press Co.	75 Kneeland St.	Boston
Cook & Co.	75 Kneeland St.	Boston
M. Sandman Co.	75 Kneeland St.	Boston
Parvian Press Co.	75 Kneeland St.	Boston
Leslie Press Co.	75 Kneeland St.	Boston
Oxford Press Co.	75 Kneeland St.	Boston

Non-Union Contractors of Presses

Swilman	601 Washington St.	Lynn
I. Smolensky		Worcester
Johnson & Son	601 Washington St.	Lynn
Baker & Solis (Middlesex)	357 Bedford St.	Somerville
Berkovitz & Greenberg	237 Main St.	Cambridge
De Marco (Abeline)	99 Spring St.	Watertown
I. Hirsch	608 Green St.	Lowell, Mass.
Silver Press Co. (Gross)	601 Washington St.	Lynn
Taylor Made Press (Rubin Penn)		
Watertown Mfg. Co.	2107 Washington St.	Roxbury
Stone & Co.	47 Beacon St.	Watertown
Meyer		Taunton
Waltham Mfg. Co.	53 Wadsworth St.	Cambridge
Crown Press	237 Moody St.	Waltham
Selma Press (M. Norman)	49 Bennett St.	Boston
	33 Edinboro St.	Boston

Copel & Co.	49 Bennett St.	Boston
Tremont (Weinstein)	49 Bennett St.	Boston
Slater & Wolf	49 Bennett St.	Boston
Moses	49 Bennett St.	Boston
Hite Bros.	745 Washington St.	Boston
Sidell	110 Business St.	Hyde Park
Stone	35 Kneeland St.	Boston
Rosalie Dress	57 Kneeland St.	Boston
Youthful Dress Co.	75 Kneeland St.	Boston
Simon & Douglas	75 Kneeland St.	Boston
National Dress Co.	75 Kneeland St.	Boston
Nathalie	75 Kneeland St.	Boston
Stuttmark	75 Kneeland St.	Boston
Lola	75 Kneeland St.	Boston
A. & B. Mfg. Co.	578 Washington St.	Boston
Tri-Craft Blouse Co.	75 Kneeland St.	Boston

Waists and Blouses*

Manufacturers

Rosalie	57 Kneeland St.	Boston
Ideal Sportwear	2107 Washington St.	Roxbury
Miller Made	75 Kneeland St.	Boston
Gordon Maid	75 Kneeland St.	Boston
M. Sandman	75 Kneeland St.	Boston
Royal Dress Co.	75 Kneeland St.	Boston
Tri-Craft Blouse Co.	75 Kneeland St.	Boston
Geist Blouse Co.	15 Kneeland St.	Boston
Belson Blouse	15 Kneeland St.	Boston
Worthmore Dress Co.	89 Bickford St.	Jamaica Plain
Stulovitz	75 Kneeland St.	Boston
Boston Blouse Co.	75 Kneeland St.	Boston
Rosenbaum & Co.	11 Albany St.	Boston
Orlov & Co.	35 Kneeland St.	Boston

Jobbers

Weinbaum & Cohen Mfg. Co.	75 Kneeland St.	Boston
M. Homonoff & Co.	75 Kneeland St.	Boston
Ira Sportwear	75 Kneeland St.	Boston
Simmons Sportwear	75 Kneeland St.	Boston
Gordon Maid	75 Kneeland St.	Boston
Belson Blouse	15 Kneeland St.	Boston
Miller Made	75 Kneeland St.	Boston
M. Sandman	75 Kneeland St.	Boston
Oxford Dress Co.	75 Kneeland St.	Boston

* Some firms are both manufacturers and jobbers.

Gobel & Co.
 Tremont (Weinstein)
 Slater & Wolf
 Moses
 Hite Bros.
 Stibel
 Stone
 Rosalia Dress
 Youthful Dress Co.
 Simon & Douglas
 National Dress Co.
 Nathalia
 Stutzman
 Lela
 A. & B. Mfg. Co.
 Tri-Craft Blouse Co.

Waists and Blouses*

Manufacturers

Rosalia
 Ideal Sportswear
 Miller Made
 Gordon Made
 M. Sandman
 Royal Dress Co.
 Tri-Craft Blouse Co.
 Galt Blouse Co.
 Nelson Blouse
 Worthington Dress Co.
 Stulovitz
 Boston Blouse Co.
 Rosenbaum & Co.
 Galt & Co.

Jobbers

Weinbaum & Cohen Mfg. Co.
 M. Rosenzweig & Co.
 The Sportswear
 Simmons Sportswear
 Gordon Made
 Nelson Blouse
 Miller Made
 M. Sandman
 Oxford Dress Co.

43 Bennett St. Boston
 43 Bennett St. Boston
 43 Bennett St. Boston
 43 Bennett St. Boston
 745 Washington St. Boston
 110 Guitars St. Hyde Park
 35 Kneeland St. Boston
 37 Kneeland St. Boston
 75 Kneeland St. Boston
 75 Kneeland St. Boston
 75 Kneeland St. Boston
 75 Kneeland St. Boston
 75 Kneeland St. Boston
 75 Kneeland St. Boston
 75 Kneeland St. Boston
 578 Washington St. Boston
 75 Kneeland St. Boston

37 Kneeland St. Boston
 2107 Washington St. Roxbury
 75 Kneeland St. Boston
 75 Kneeland St. Boston
 75 Kneeland St. Boston
 75 Kneeland St. Boston
 75 Kneeland St. Boston
 75 Kneeland St. Boston
 15 Kneeland St. Boston
 15 Kneeland St. Boston
 89 Ricketts St. Jamaica Plain
 75 Kneeland St. Boston
 75 Kneeland St. Boston
 11 Albany St. Boston
 35 Kneeland St. Boston

75 Kneeland St. Boston
 75 Kneeland St. Boston
 75 Kneeland St. Boston
 75 Kneeland St. Boston
 75 Kneeland St. Boston
 15 Kneeland St. Boston
 75 Kneeland St. Boston
 75 Kneeland St. Boston
 75 Kneeland St. Boston

* Some firms are both manufacturers and jobbers.

Contractors

Moses	49 Bennett St.	Boston
Wolfsohn	49 Bennett St.	Boston
J. Laken	745 Washington St.	Boston
P. Greenblatt	18 Kington St.	Boston
Greenberg & Berkovitz	287 Main St.	Cambridge
Mover	Washington St.	Boston
	Kendall Square	Cambridge
Simon & Douglas	75 Kneeland St.	Boston
Homsey	77 Hudson St.	Boston
Stone	35 Kneeland St.	Boston
Sidell	100 Business St.	Hyde Park
Adeline (De Marco)	99 Spring St.	Watertown
M. Greenblatt	11 Albany St.	Boston
Nathalie Dress	75 Kneeland St.	Boston
Youthful Dress Co.	75 Kneeland St.	Boston

Non-Union Cloak Manufacturers

Mussman & Co.	564 Washington St.	Boston
Miller Bros.	Meridian St.	E. Boston

Cotton Garment and Underwear Firms*Makers of

Bay State Mfg. Co.	116 Harrison Ave.	Aprons, etc.
Bedford Mfg.	70 Beach St.	Children's dresses
Berry Walker	655 Atlantic Ave.	Cotton dresses
Boston Royal Petticoat Co.	130 Harrison Ave.	Underwear and blouses
Ban-Sel Dress Co.	23 Beach St.	Children's Dr.
Boston Underwear	75 Kneeland St.	Underwear
Brown Durell	104 Kingston St.	Underwear
Crown Dress	136 Harrison Ave.	Cotton dresses
H.W. Combs	77 Bedford St.	Underwear
Dainty Maid Underwear	43 Kingston St.	Underwear
Ford Mfg. Co.	13 Harvard St.	Underwear
J.W. Frederick	130 Essex St.	Aprons
G. & L. Mfg. Co.	75 Kneeland St.	Housedresses
Gudwear Dress Co.	120 Harrison Ave.	Cotton dresses
H. & S. Petticoat	146 Lincoln St.	Underwear
Hubrite	100 Shawmust Ave.	Cotton dresses
Ideal Uniform	611 Washington St.	Nurses' Uniforms
H.T. Johnson	80 Kingston St.	Underwear
Klein Underwear	745 Washington St.	Underwear
Nat Levitan Co.	120 Harrison St.	Underwear
Mass. Mfg.	15 Edinboro St.	Housedresses
Matthew Mfg.	786 Washington St.	Housedresses

* Unless otherwise indicated the firms are located in Boston.

Contractors

Moses	48 Bennett St.	Boston
Wolfson	48 Bennett St.	Boston
J. Laven	745 Washington St.	Boston
P. Greenblatt	18 Kingston St.	Boston
Greenberg & Barovitz	287 Main St.	Cambridge
Mover	Washington St.	Boston
Simon & Douglas	Kendall Square	Cambridge
Homsey	75 Kneeland St.	Boston
Stone	77 Hudson St.	Boston
Sidell	35 Kneeland St.	Boston
Adeline (De Marco)	100 Gains St.	Hyde Park
M. Greenblatt	99 Spring St.	Watertown
Nathalie Press	11 Albany St.	Boston
Youtiful Press Co.	75 Kneeland St.	Boston
	75 Kneeland St.	Boston

Non-Union Glass Manufacturers

Musman & Co.	541 Washington St.	Boston
Miller Bros.	Meridian St.	E. Boston

Cotton Garment and Underwear Firms*

Bay State Mfg. Co.	118 Harlan Ave.	Apsons, etc.
Bedford Mfg.	70 Beach St.	Children's dresses
Betty Walker	655 Atlantic Ave.	Cotton dresses
Boston Royal Petticoat Co.	130 Harrison Ave.	Underwear and dresses
Bar-Gel Dress Co.	23 Beach St.	Children's Dr.
Boston Underwear	75 Kneeland St.	Underwear
Brown Knell	104 Kingston St.	Underwear
Crown Dress	156 Harlan Ave.	Cotton dresses
H.W. Combs	77 Bedford St.	Underwear
Delany Maid Underwear	43 Kingston St.	Underwear
Ford Mfg. Co.	13 Harvard St.	Underwear
J.W. Frederick	150 Essex St.	Aprons
G. & L. Mfg. Co.	75 Kneeland St.	House-dresses
Gudwar Dress Co.	120 Harlan Ave.	Cotton dresses
H. & S. Petticoat	146 Lincoln St.	Underwear
Habitat	100 Shawmut Ave.	Cotton dresses
Israel Uniform	611 Washington St.	Nurses' Uniforms
H.T. Johnson	80 Kingston St.	Underwear
Klein Underwear	745 Washington St.	Underwear
Kay Levin Co.	120 Harlan St.	Underwear
Mass. Mfg.	15 Edinboro St.	House-dresses
Matthew Mfg.	788 Washington St.	House-dresses

* Unless otherwise indicated the firms are located in Boston.

Orlov Mfg.	35 Kneeland St.	Underwear
Putnam Morrill	55 Bedford St.	Aprons
Sedlis Mfg. Co.	80 Kingston St.	Cotton dresses
Silin Mfg. Co.	77 Bedford St.	Aprons-dresses
Simon & Douglas	75 Kneeland St.	Housedresses
Star Novelty	745 Washington St.	Aprons
United Garment Co.	136 Harrison St.	Housedresses
Walsh & Fled	147 Essex St.	Children's dr.
Wear Rite Underwear	64 Beach St.	Underwear
Wilson Collier	85 Essec St.	Children's dr.
Wolodsky	786 Washington St.	Cotton dresses
Non-Pareil Underwear	786 Washington St.	Underwear
Paramount Underwear	70 Beach St.	Underwear
Empire Underwear Mfg. Co.	73 Bedford St.	Underwear
Hub Undergarment	42 Harrison St.	Underwear
Domestic Frocks	77 Hudson St.	Cotton dresses
Hudson Apron	223 Harrison St.	Aprons
Novanni Mfg.	1887 Dorchester Ave	Aprons
Goodman	7 Hudson St.	Underwear
Brener's	87 Lincoln St.	Underwear
Sharaf's	136 Harrison Ave.	Underwear
Rosenbaum's	11 Albany St.	Cotton garment
Nickols	33 Edinboro St.	Cotton garment
Hennessey's	786 Washington St.	Cotton garment
Perfect Petticoat	18 Oxford St.	Underwear

Out-of-Town Firms

Pacific Kimona	10 Franklin St., Allston	
		Kimonoas
M.L. Riley Co.	1955 Mass. Ave., Cambridge	
		Dresses
Westchester Mfg. Co.	550 Mass. Ave., Cambridge	
		Rompers
D.J. Kibler	154 Front St., Worcester	
		Nurses' Uniform
John H. Stevens	25 Foster St., Worcester	
		Underwear
Worcester Muslin Underwear	25 Foster St., Worcester	
		Underwear
Patricia Undergarment	165 Front St., Chicopee	
		Underwear
Chicopee Underwear Co.	165 Front St., Chicopee	
		Underwear
Fred H. Sprague	356 Broad St., Fitchburg	
		Underwear
Gardner Muslin Underwear	177 West St., Gardner	
		Underwear
North Shore Dress	6 Elm St., Gloucester	
		Housedresses
American Apron Co.	59 Broadway, Lawrence	
		Aprons

Badpur Apron Co.	200 Broadway, Lawrence Aprons
Ch. Forder Mfg. Co.	217 Jackson St., Lowell Housedresses
Lawrence Mfg. Co.	750 Suffolk St., Lowell Underwear
Wolf Mfg. Co.	217 Jackson St., Children's dr. Lowell
David H. Smith	601 Washington St., Lynn Cotton dresses
Bascom Beshong	150 Exchange St., Malden Cotton dresses
Priscilla Underwear	156 Pleasant St., Malden Underwear
Maurand Mfg.	120 Fourth St., Pittsfield Pajamas
Gordon Bros.	12 Beacon St., Somerville Dresses
A. Joseph	191 Chestnut St., Springfield Underwear

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